



SINCE 1920

Report on Minimum Wages Act, 1948 for the year 2023

Government of India
Ministry of Labour & Employment
Labour Bureau

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EXECUTIVE SUMMARY

- The report on the working of the Minimum Wages Act, 1948 pertains to the year 2023.
- The report is based on the Statistics>Returns received from all the States/Union Territories and Chief Labour Commissioner (CLC) Central for the year 2023.
- Amongst the States, maximum numbers of scheduled employments were reported from Assam (103) and the minimum number was reported from Mizoram (04).
- In case of Union Territories, maximum numbers of scheduled employments were reported from Daman and Diu (72) and the minimum were reported from A&N Islands (7).
- There was no uniformity in the wage structure among the various States/Union Territories as some States/UTs pay consolidated wages (Basic + Dearness Allowance) and the others report D.A. as a separate component.
- The maximum difference of highest and lowest paid minimum wages is Rs. 644.45 for Tamil Nadu.
- The Highest Minimum wages of Rs. 992 paid by the CLC (Central) in Watch & Ward (with arms) and the lowest of Rs. 55.00 by Puducherry in the scheduled employment of Agriculture (Yanam region).
- Total of 460 different types of scheduled employments were reported where the minimum wage rates have been fixed by the States/Union Territories/CLC.
- Among the reporting establishments, the lowest response rate of about 0.024% was for Rajasthan whereas it was as high as 100% in the Nagaland & Delhi.
- The highest numbers of inspections (42499) were reported from the state of Tamil Nadu and the lowest numbers were reported from Mizoram (04).
- The highest numbers of irregularities detected were reported by Gujarat (53439) and the lowest (03) were observed in Bihar.
- The highest number of prosecutions launched were reported by Gujarat (2642) and the lowest number of prosecutions launched were reported by Tripura (01) & Puducherry (01).
- The highest number of claims were preferred by Tamilnadu (1119) and the lowest(01) were preferred by Assam, Odisha & Puducherry.

CHAPTER-1

The Minimum Wages Act - An introduction

I. INTRODUCTION

1.1 The purpose of seeking employment is to sell labour to earn wages so as to attain a 'decent' or 'dignified' standard of living. The wage or income that a worker obtains from his /her work is therefore, what enables him /her to achieve a fair standard of living. One seeks a fair wage both to fulfil one's basic needs and to feel reassured that one receives a fair portion of the wealth in return for one's work. Society and the appropriate Government has a duty to ensure a fair wage to every worker, to ward off starvation and poverty, to promote the growth of human resources, and to ensure social justice without which likely threats to law and order may undermine economic progress.

1.2 The Constitution of India accepts the responsibility of the State to create an economic order in which every citizen finds employment and receives a 'fair wage'. This made it necessary to quantify or lay down clear criteria to identify a fair wage. Therefore, a Central Advisory Council in its first session (November, 1948) appointed a Tripartite Committee on Fair Wages. The Committee consisted of representatives of employers, employees and the Government. Their task was to enquire into and report on the subject of fair wages to labour.

1.3 THE COMMITTEE ON FAIR WAGES defined three different levels of wages viz;

- (i) Living wage
- (ii) Fair wage
- (iii) Minimum Wage

1.3.1 Living Wage

The living wage, according to the Committee, represented the highest level of the wage which should enable the worker to provide for himself and his family not merely the basic essentials of food, clothing and shelter but a measure of comfort including education for children, protection against ill health, requirements of essential social needs and a measure of insurance against more important misfortunes including old age. But the Committee felt that when such a wage is to be determined, the considerations of national income and the capacity to pay of the industry concerned has to be taken into account and the Committee was of the opinion that living wage had to be the ultimate goal or the target.

1.3.2 Fair Wage

1.3.2(i) For Fair Wages, Committee observed: “the objective is not merely to determine wages which are fair in the abstract, but to see that employment at existing levels is not only maintained, but if possible increased. From this point of view, it will be clear that the levels of the wages should enable the industry to maintain production with efficiency. The capacity of industry to pay should, therefore, be assessed by the Wage Boards in the light of this very important consideration.”

1.3.2(ii) For Fair Wages, Committee also recommended that the fair wage should be related with the productivity of labour. In this connection, it may be said that in India since the existing level of wages is unable to maintain the workers on subsistence plus standard, it is essential that the workers must be first assured a living wage and only after this minimum has been done, the wages should be related to the productivity. The Committee further recommended that the fair wage should be related with the prevailing rates of the wages, though in view of unduly low wages prevailing even in organized industries in the country, it laid down that the wage fixing machinery should, therefore, make due allowance for any depression of wages caused by unequal bargaining.

1.3.2(iii) With regard to the machinery to be adopted for the fixation of fair wages, the Committee favoured the setting up of Wage Boards. It recommended that there should be a State Board for each State, composed of independent members and representatives of employers and employees in equal numbers. In addition to the State Board, there should be a Regional Board for each of the industry taken up for wage regulation. Finally, there should be a Central Appellate Board to which appeals may be preferred on the decision of the Wage Boards. On the recommendations of the Committee on Fair Wages, a bill was introduced in the Parliament in August 1950, known as Fair Wages Bill. It aimed at fixing fair wages for workers employed in the first instance, in factories and mines. It contained various other useful provisions also. But the bill now stands lapsed.

1.3.2(iv) The Fair Wages Committee appointed by the Government of India, as stated earlier, drew a distinction between a minimum and a living wage and observed that the minimum wage is less than the living wage. With regard to the fair wage, the Committee recommended that it should be above the minimum wage and below the living wage.

1.3.3 Minimum Wage

1.3.3(i) The Committee was of the view that a minimum wage must provide for not merely the bare sustenance of life, but for the preservation of the efficiency of the worker.

For this purpose, the minimum wage must also provide for some measure of education, medical requirements and amenities.

1.3.3(ii) The statutory Minimum Wage is the wage determined according to the procedure prescribed by the relevant provisions of the Minimum Wages Act, 1948.

1.3.3(iii) The question of establishing statutory wage fixing machinery in India was, therefore, discussed at the third and fourth meetings of the *Standing Labour Committee* held in 1943 and 1944 respectively and at successive sessions of the *Tripartite Labour Conference* in the year 1943, 1944 and 1945. The last of these approved the enactment of minimum wages legislation in principle. On April 11, 1946, a Minimum Wages Bill was introduced in Parliament but the passage of the Bill was considerably delayed by the constitutional changes in India. It was, however, passed into an Act in March, 1948.

1.3.3(iv) The Act applies to the employments (Annexure I) that are included in Part I and II of the Schedule Appended to the Act. The authority to include an employment in the schedule and to take steps for getting the minimum rates of wages fixed or revised vests with the Government – Central or State, according to the nature of employment. Once the minimum rates of wages are fixed according to the procedure prescribed by law, it is the obligation of the employer to pay the said wages irrespective of the capacity to pay.

1.4 CONCEPT OF THE MINIMUM WAGES AS DEFINED IN THE VARIOUS INTERNATIONAL LABOUR ORGANISATION (ILO) CONFERENCES

A brief history of the concept of Minimum Wages as taken up by the various International Labour Organisation Conferences from time to time is traced in the following paragraphs.

1.4.1 CONVENTION # 26

ELEVENTH SESSION (1928)

Eleventh Session held on 30th May, 1928, was convened at Geneva. Adoption of proposals with regard to Minimum Wage Fixing Machinery was the first item on the agenda of the Session.

1.4.2 CONVENTION # 99

THIRTY FOURTH SESSION (1951)

The Thirty Fourth Session was held on 6th June, 1951 and the Convention concerning the Minimum Wage Fixing Machinery in Agriculture was the eighth item on the agenda of the Session. The guidelines for creation / maintenance of adequate machinery whereby Minimum Wages can be fixed for agricultural workers were similar to those stated for Minimum Wage Fixing Machinery in the 11th Session of the ILO.

1.4.3 CONVENTION # 131

FIFTY FOURTH SESSION (1970)

The General Conference of the ILO met in its 54th Session on 3rd June, 1970 in Geneva and passed the Convention concerning Minimum Wage Fixing, with special reference to developing countries on 22nd June, 1970. It was thought that the earlier Conventions with regard to the Minimum Wages had played a valuable part in protecting disadvantaged groups of wage earners and that another Convention was needed to complement the earlier ones, which, while of general application, will pay special regard to the needs of developing countries.

1.5 MINIMUM WAGE DEFINED IN THE VARIOUS SESSIONS OF INDIAN LABOUR CONFERENCES

1.5.1 FIFTEENTH SESSION, (1957)

At the 15th Session of the Indian Labour Conference held at New Delhi in July 1957, an important resolution was passed, which laid down that the minimum wage should be need-based and should ensure the minimum human needs of the industrial worker. The following norms were accepted as a guide for all wage- fixing authorities including Minimum Wage Committees, Wage Boards, Adjudicators, etc.:

- (i) In calculating the minimum wage, the standard working class family should be taken to comprise three consumption units for one earner, the earnings of women, children and adolescents being disregarded.
- (ii) Minimum food requirements should be calculated on the basis of a net intake of 2700 calories as recommended by Dr. Akroyd for an average Indian adult of moderate activity.
- (iii) Clothing requirements should be estimated on the basis of a per capita consumption of 18 yards per annum, which would give for the average worker's family of four a total of 72 yards.
- (iv) In respect of housing, the norm should be the minimum rent charged by Government in any area for houses provided under the Subsidised Industrial Housing Scheme for low – income groups ; and
- (v) Fuel, lighting and other miscellaneous items of expenditure should constitute 20 per cent of the total minimum wage. The Resolution further laid down that wherever the minimum wage fixed was below the norms recommended above, it would be incumbent on the authorities concerned to justify the circumstances

which prevented them from adherence to the aforesaid norms. The Resolution, thus, tried to give a concreteness to the whole concept of minimum wage.

In 1991, the Supreme Court in its judgment expressed the view that children's education, medical requirement, minimum recreation, including festivals, ceremonies, provision for old age and marriage should further constitute 25 per cent and be used as a guide for fixing the minimum wage.

1.5.2 THE THIRTIETH SESSION (1992)

The Indian Labour Conference in its Thirtieth Session in September, 1992 expressed the view that while the tendency to fix minimum wages at unrealistically high levels must be checked, implementation of wages once fixed must be ensured. It felt that the implementation machinery, consisting of labour administration in the States had been far from effective. It was desirable that workers' organizations and non-governmental voluntary organizations etc., played a greater role instead of engaging an army of inspectors for this purpose.

1.5.3. REVISION

The Minimum Wage rates should be revised at an appropriate interval not exceeding five years.

1.6 PROCEDURE FOR FIXATION/REVISION

In (Section 5 of) the Minimum Wages Act, 1948, two methods have been provided for fixation/revision of minimum wages. They are the Committee method and Notification method.

(i) COMMITTEE METHOD

Under this method, committees and sub-committees are set up by the appropriate Governments to hold enquiries and make recommendations with regard to fixation and revision of minimum wages, as the case may be.

(ii) NOTIFICATION METHOD

In this method, Government proposals are published in the Official Gazette for information of the persons likely to be affected thereby and specify a date not less than two months from the date of the notification on which the proposals will be taken into consideration. After considering advice of the Committees/Sub-committees and all the representations received by the specified date in Notification method, the appropriate Government shall, by notification in the Official Gazette, fix/revise the minimum wages in respect of the concerned scheduled employment and it shall come into force on expiry of three months from the date of its issue.

1.7 VARIABLE DEARNESS ALLOWANCE (VDA)

It was recommended in the Labour Ministers' Conference held in the year 1988, to evolve a mechanism to protect wages against inflation by linking it to rise in the Consumer Price Index. The Variable Dearness Allowance came into being in the year 1991. The allowance is revised twice a year, once on 1st April and then on 1st October.

1.8 ENFORCEMENT MACHINERY

The enforcement of the provisions of the Minimum Wages Act in the Central Sphere is secured through the officers of Central Industrial Relations Machinery. In so far as State Sphere is concerned, the enforcement is the responsibility of the respective State Government/Union Territory. Statement showing the strength of Enforcement Machinery available in different States/Union Territories for enforcement of Minimum Wages Act, 1948 during the year 2023 is given in Annexure II.

1.9 NATIONAL WAGE POLICY

Though it is desirable to have a National Wage Policy, it is difficult to conceive a concept of the same. The issue of National Wage Policy has been discussed on many occasions at various forums. Because fixation of wages depends on a number of criteria like local conditions, cost of living and paying capacity which also varies from State to State and from industry to industry, it would be difficult to maintain uniformity in wages. The Indian Labour Conference, held in November, 1985 expressed the following views-

“Till such time a national wage policy does not come into being, it would be desirable to have regional minimum wages in regard to which the Central Government may lay down the guidelines. The Minimum Wages should be revised at regular periodicity and should be linked with rise in the cost of living”

Accordingly, the Government issued guidelines in July, 1987 for setting up of Regional Minimum Wages Advisory Committees. These Committees renamed subsequently as Regional Labour Ministers' Conference, made a number of recommendations which include reduction in disparities in minimum wages in different states of a region, setting up of inter-state Coordination Council, consultation with neighbouring States while fixing/revising minimum wages etc.

1.10 REGIONAL COMMITTEES TO REDUCE DISPARITIES IN WAGES

There is disparity in rates of minimum wages in various regions of the country. This is due to the differences in socio-economic and agro-climatic conditions, prices of essential commodities, paying capacity, productivity and local conditions influencing the wage rate. The regional disparity in minimum wages is also attributed to the fact that both the Central and State Governments are the appropriate Government to fix, revise and enforce minimum wages in scheduled employments in their respective jurisdictions under the Act . To bring uniformity in the minimum wages of scheduled employments, the Union Government has requested the States to form regional Committees. At present there are five Regional Minimum Wages Advisory Committees in the country which are as under:-

NAME OF THE REGION	STATE/UNION TERRITORY
Eastern Region	West Bengal, Odisha, Bihar, Jharkhand and Andaman & Nicobar Islands.
North Eastern Region	Arunachal Pradesh, Assam, Manipur, Meghalaya, Mizoram, Sikkim, Nagaland and Tripura.
Southern Region	Andhra Pradesh, Karnataka, Kerala, Tamil Nadu, Telangana, Puducherry and Lakshadweep.
Northern Region	Punjab, Rajasthan, Himachal Pradesh, Jammu & Kashmir, Haryana, Uttar Pradesh, Uttarakhand, Delhi and Chandigarh.
Western Region	Maharashtra, Gujarat, Goa, Madhya Pradesh, Chhattisgarh, Dadra & Nagar Haveli and Daman & Diu.

1.11 CONCEPT OF NATIONAL FLOOR LEVEL MINIMUM WAGE

In order to have a uniform wage structure and to reduce the disparity in minimum wages across the country, the concept of National Floor Level Minimum Wage was mooted on the basis of the recommendations of the National Commission on Rural Labour (NCRL)

in 1991. Keeping in view the recommendation of NCRL and subsequent rise in price indices, the National Floor Level Minimum Wage was fixed at Rs. 35/- per day in 1996. The Central Government raised the National Floor Level Minimum Wage to Rs. 40/- per day in 1998 and further to Rs. 45/- with effect from 01.12.1999, and Rs. 50/- per day with effect from 1.9.2002. Based on the norms suggested by the Working Group and its acceptance by the Central Advisory Board subsequently in its meeting held on 19.12.2003, national floor level minimum wage was revised upward to Rs. 66/- per day with effect from 1.02.2004 and subsequently it was increased to Rs. 80.00 per day with effect from 1.9.2007. The Central Government has increased the National Floor Level Minimum Wage from Rs. 80/- to Rs. 100/- per day with effect from 1.11.2010. These have further been revised to Rs. 115.00 and Rs 137.00 per day w.e.f. 01.07.2013 and Rs. 160 w.e.f 1st July 2015. This rate has gradually been scaled up to Rs. 176 per day w.e.f. 1st July 2017. The National Floor Level Minimum Wage, however, has no statutory backing. The State Governments are persuaded to fix minimum wages such that in none of the scheduled employment¹, the minimum wage is less than National Floor Level Minimum Wage.

1.12 MAIN PROVISIONS OF THE MINIMUM WAGES ACT, 1948

Following are the main provisions of the Act:-

1.12.1 FIXING OF MINIMUM RATES OF WAGES

It provides for fixing minimum wages in certain employments where labour is ignorant or less organised and is vulnerable to exploitation. Minimum wages are not to be fixed in respect of any industry in which there are less than 1,000 employees in the whole State. (Under the 1957 amendment to the Act of 1948, this limiting condition has been substantially relaxed.)

1.12.2 The Act provides for the fixation of

- (a) A minimum time rate
- (b) A minimum piece rate
- (c) A guaranteed time rate
- (d) An overtime rate appropriate to different occupations and different classes of workers.

¹ "Scheduled employment" means an employment specified in the schedule appended to the Minimum Wages Act, or any process or branch of work forming part of such employment.

1.12.3 The minimum wage fixed or revised by the appropriate Government² will include the following

- (a) A basic rate of wages and a special allowance at a rate to be adjusted, at such intervals and in such manner as the appropriate government may direct, to accord as nearly as practicable with the variation in the cost of living index number³ applicable to such workers.
- (b) A basic rate of wages with or without the cost of living allowance and the cash value of the concessions in respect of suppliers of essential commodities at concession rates, where so authorised: or
- (c) An all inclusive rate allowing for the basic rate, the cost of living allowance and the cash value of the concessions, if any.
- (d) The cost of living allowance and the cash value of the concessions in respect of supplies of essential commodities at concession rate shall be computed by the competent authority⁴ at such intervals and in accordance with such directions as may be specified or given by the appropriate government. The Act lays down that wages should be paid in cash, although it empowers the appropriate Governments for the payment of minimum wages wholly or partly in kind.

1.13 PAYMENT OF MINIMUM RATE OF WAGES

The employer is required to pay to every employee, engaged in a scheduled employment under him, wages at a rate not less than the minimum rate of wages notified for that class of employees without any deduction except as may be authorised.

1.14 FIXING HOURS FOR NORMAL WORKING DAY

In regard to any scheduled employment, minimum rates of wages in respect of which have been fixed under this Act, the appropriate Government may

² As per the Act , the appropriate government means (i) In relation to any scheduled employment carried on by or under the authority of the Central Government or a railway administration or in relation to a mine, oilfield or major port or any corporation established by a Central Act, the Central Government and (ii) In relation to any other scheduled employment , the State Government.

³ Cost of living index number in relation to employees in any scheduled employment in respect of which minimum rates of wages have been fixed , means the index number ascertained and declared by the competent authority by notification in the Official Gazette to be the cost of living index number applicable to employee in such employment.

⁴ Competent authority means the authority appointed by the appropriate government by notification in its Official Gazette to ascertain from time to time the cost of living index number applicable to the employees employed in the scheduled employment specified in such notification.

- (a) fix the number of hours of work which shall constitute a normal working day, inclusive of one or more specified intervals;
- (b) provide for a day of rest in every period of seven days which shall be allowed to all employees or to any specified class of employees and for the payment of remuneration in respect of such days of rest;
- (c) provide for payment for work on a day of rest at a rate not less than the overtime rate.

1.15 WAGES FOR TWO OR MORE CLASSES OF WORK

If an employee performs two or more classes of work, to each of which a different rate of wage is applicable, the employer is required to pay to such an employee in respect of the time respectively occupied in each such class of work, wages at not less than the minimum rate in force in respect of each such class.

1.16 MAINTENANCE OF REGISTERS AND RECORDS

Every employer is required to maintain registers and records giving particulars of employees, the work performed by them, the wages paid to them, the receipts given by them and any other required particulars.

1.17 INSPECTIONS

The appropriate Government may, by notification in the Official Gazette, appoint inspectors for this purpose under the Act and define the local limits for their functions.

1.18 CLAIMS

The appropriate Government may, by notification in the Official Gazette, appoint Labour Commissioner or Commissioner for Workmen's Compensation or any officer not below the rank of Labour Commissioner or any other officer with experience as a judge of a civil court or as a Stipendiary Magistrate, to hear and decide for any specified area, all claims arising out of the payment of less than the minimum rates of wages as well as payment for days of rest or for work done.

1.19 AUTHORISED DEDUCTIONS

The deductions can be made on account of:

- (a) Fines
- (b) Damage or Loss
- (c) Breach of Contract

Chapter-2

STATISTICS COLLECTED UNDER THE MINIMUM WAGES ACT, 1948

2.1 All establishments covered under the Act are required to furnish to the concerned authority (Central or State) an annual return in prescribed form as per the rules framed under the Minimum Wages Act, 1948. The Centre / State Governments in turn send a consolidated return (Annexure III) to the Labour Bureau which compiles an all India report based on the data contained in these returns after scrutiny to ensure accuracy and consistency of data. Where the monthly Minimum Wages have been reported, these have been converted to daily minimum wages by dividing the monthly wages by 26, the fortnightly and weekly minimum wages have been divided by 12 and 6 respectively to arrive at the daily minimum wage.

2.2 ADDITION OF NEW EMPLOYMENTS

2.2.1 The State Governments and the Union Territories review the Scheduled Employments under their jurisdiction from time to time and add new employments in respect of which it is of the opinion that minimum rates of wages should be fixed statutorily in addition to the existing ones.

2.2.2 During the year 2023, there is no scheduled employment added to the schedule appended to the minimum wages act, 1948 (Table 1).

2.3 FIXATION OF MINIMUM WAGES FOR THE FIRST TIME

Table 2 shows that during the year 2023, the minimum wages were fixed for the first time by the States of Mizoram (1).

2.4 SCHEDULED EMPLOYMENTS AND PREVAILING MINIMUM WAGE RATES

The Central Government and the different State Governments have been maintaining a set of scheduled employments for fixing minimum rates of wages under their respective jurisdiction. This set undergoes a change as and when there is an addition of an employment in the schedule appended to the Minimum Wages Act, 1948 by these appropriate Governments.

Table 3 presents the data for 37 States/Union Territories and CLC (Central) on Minimum Wages for Unskilled Workers in Scheduled Employments as on 31.12.2023. The number of scheduled employments varies from State to State and so do the minimum wages. Amongst the States, the largest number of scheduled employments were reported from Assam which stood at 103 and the lowest number i.e. 04 was reported from Mizoram. In case of Union Territories, the maximum numbers of scheduled employments i.e. 72 were reported from Daman & Diu and the minimum i.e. 7 from Andaman & Nicobar Islands. An analysis of the

table also shows that there is no uniformity in the wage structure as some States pay consolidated wages (Basic + Dearness Allowance) and some are reporting D.A. as a separate component.

2.5 SCHEDULED EMPLOYMENTS AND RANGE OF MINIMUM

WAGE RATES

2.5.1 The total number of employments in respect of which the minimum wage rates have been fixed / revised and the range of minimum wage rates in different States / Union Territories as on 31.12.2023 have been presented in Table 4.

2.5.2 It emerges from the table that the number of scheduled employments was highest in the State of Assam (103) followed by Odisha (89), Bihar (88), Tamil Nadu & Kerala (83), Karnataka (82), West Bengal (79), Jharkhand & Uttar Pradesh(77), Punjab (76), Andhra Pradesh (74), Telangana (73), Daman and Diu (72) and Madhya Pradesh (71).

2.5.3 The dispersion of wage rates as measured by the range between the lowest minimum wage rate and the highest minimum wage rate at all States / U.Ts. level is very high, which is reflected by the fact that it is zero in case of the States/Union Territories which are paying equal wages to all the unskilled workers in all the scheduled employments whereas it is the maximum in case of Tamil Nadu i.e. Rs. 644.45.

2.6 MINIMUM WAGE RATES IN SCHEDULED EMPLOYMENTS IN CENTRAL SPHERE / STATES / UNION TERRITORIES

2.6.1 Table 5 depicts a comparative picture of the minimum wage rates per day prevailing in the scheduled employments in Central Sphere / States / Union Territories. The main purpose of classifying this information is:

- (a) to study the inter-State variations in the minimum wage rates in a particular scheduled employment and
- (b) to present the number and names of the States / U.Ts. fixing minimum wages for a particular employment.

2.6.2 It is observed from Table 5 that as on 31.12.2023 there were in all 460 different types of scheduled employments all over India for which minimum wage rates have been fixed / revised by the Central Government / States / Union Territories submitting returns. However differences in the range of minimum wages were found in the same scheduled employment in States or U.Ts. For instance, in Agriculture, the minimum wage rate of Rs. 55.00 per day was reported from the State of Puducherry (Yanam Region) and Rs. 672.85 was prevalent in Delhi. Similarly, in Public Motor Transport, minimum wage rate of Rs. 149.09 was observed

in the States of Tripura and Rs. 802.99 per day was found in Tamilnadu. Further in Construction/Maintenance of Building and Roads, minimum wage rate of Rs.176.00 per day was found in Nagaland and Rs. 856.35 in Tamilnadu. In case of Dal/Flour/Rice Mills, minimum wage rate of Rs. 200.00 per day was reported from the Arunachal Pradesh and Rs. 672.85 per day was prevalent in Delhi. In the case of Oil Mills, minimum wage rate of Rs. 200.00 per day was reported from the Arunachal Pradesh and maximum of Rs. 672.85.00 in Delhi. In Shops and Commercial Establishments, minimum wage rate of Rs. 176.00 per day was reported from Nagaland and Rs. 672.85 per day was prevalent in Delhi. The same pattern is observable in the other scheduled employments as well. Table-3 shows that highest minimum wages are being paid by CLC (Central) which stood at Rs. 992 in the Watch & Ward (with arms) scheduled employment.

2.7 SUBMISSION OF RETURNS

Details regarding the number of establishments covered under the Minimum Wages Act, 1948 and those submitting returns as well as average daily employment have been presented in Table 6. In the State/UTs, the response rate was as low as 0.024 per cent in the Rajasthan and as high as 100.00 per cent in Nagaland & Delhi.

2.8 INSPECTIONS

2.8.1 The State-wise details of Inspections made, irregularities detected, prosecutions launched and claims preferred have been given in Table 7.

2.8.2 In the States/U.Ts., the highest numbers of inspections (42499) were reported from the state of Tamil Nadu followed by (15003) the State of Gujarat and the highest numbers of irregularities were detected by Gujarat (53439) and followed by (13676) Kerala. On the other hand the Lowest (04) inspections were made by Mizoram whereas no irregularities were observed in Arunachal Pradesh, Haryana, Madhya Pradesh, Meghalaya, Mizoram, Nagaland, Rajasthan, Sikkim, Telangana and Daman & Diu. In the State sphere, the highest numbers of prosecutions were launched by Gujarat (2642) whereas no prosecutions were launched in Arunachal Pradesh, Meghalaya, Manipur, Mizoram, Nagaland, Sikkim, Telangana, Uttarakhand, A.& N. Islands and Daman & Diu. The highest numbers of claims were preferred by Tamilnadu (1119) followed by Andhra Pradesh (887) whereas no claims were preferred by Arunachal Pradesh, Bihar, Goa, Gujarat, Meghalaya, Manipur, Mizoram,

Nagaland, Sikkim, Tripura, Telangana, Uttarakhand, A.& N. Islands, Chandigarh and Daman & Diu.

2.9 ENFORCEMENT OF THE ACT

Mere fixation / revision of wages would not be sufficient unless it is ensured that the workers are paid accordingly. Thus provision of adequate staff is a must for successful implementation of the Minimum Wages Act. The Statement showing the strength of the machinery for enforcement of the Minimum Wages Act, 1948 during the year 2023 has been given in Annexure- II.

TABLE- 1**EMPLOYMENTS ADDED SUBSEQUENTLY TO THE SCHEDULE APPENDED TO THE MINIMUM WAGES ACT, 1948 DURING THE YEAR 2023**

SR.NO.	STATE / UNION TERRITORY	EMPLOYMENTS ADDED SUBSEQUENTLY TO THE SCHEDULE APPENDED TO THE MINIMUM WAGES ACT, 1948 DURING THE YEAR 2023
There is no scheduled employment added to the schedule appended to the minimum wages act, 1948 during the year 2023.		

SOURCE: Annual Returns/Reports under Minimum Wages Act, 1948 for the year 2023.

TABLE - 2**EMPLOYMENTS IN WHICH THE MINIMUM WAGES WERE FIXED FOR THE FIRST TIME DURING THE YEAR 2023**

SR.NO.	STATE/ UNION TERRITORY	EMPLOYMENTS IN WHICH MINIMUM WAGES WERE FIXED FOR THE FIRST TIME DURING THE YEAR 2023		MINIMUM WAGES FIXED PER DAY (In Rs.)
1	2	3		4
1	Mizoram	1	Public Motor Transport	380

SOURCE: Annual Returns/Reports under Minimum Wages Act, 1948 for the year 2023.

TABLE 3

**MINIMUM WAGES PER DAY FOR UNSKILLED WORKERS IN SCHEDULED EMPLOYMENTS
AS ON 31.12.2023**

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
1.CHIEF LABOUR COMMISSIONER (CENTRAL)*					
1	Agriculture	Area - A	333.00	147.00	480.00
		Area - B	303.00	135.00	438.00
		Area - C	300.00	133.00	433.00
2	Asbestos Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
3	Barytes Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
4	Bauxite Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
5	Construction / Maintenance of Roads and Building operations	Area - A	523.00	228.00	751.00
		Area - B	437.00	191.00	628.00
		Area - C	350.00	154.00	504.00
6	China Clay Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
7	Copper Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
8	Construction and maintenance of Runways	Area - A	523.00	228.00	751.00
		Area - B	437.00	191.00	628.00
		Area - C	350.00	154.00	504.00
9	Clay Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
10	Chromite Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
11	Dolomite Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
12	Employment in laying of Underground electric, wireless, radio, television, telephone, telegraph and overseas communication cables and similar other underground cabling, electric lines, water supply lines and sewerage pipe lines	Area - A	523.00	228.00	751.00
		Area - B	437.00	191.00	628.00
		Area - C	350.00	154.00	504.00
13	Fire Clay Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
14	Felspar Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
15	Gypsum Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
16	Graphite Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
17	Granite Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
18	Gravel Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
19	Hematite Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
20	Iron Ore Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
21	Kyanite Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
22	Laterite Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
23	Loading and Unloading in Goods-Sheds, Parcel Offices of Railways, other Goodsheds, Godowns, Warehouses, etc. and Docks and Ports	Area - A	523.00	228.00	751.00
		Area - B	437.00	191.00	628.00
		Area - C	350.00	154.00	504.00
24	Lignite Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
25	Mica Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
26	Manganese Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
27	Magnesite Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
28	Magnetite Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
29	Marble and Calcite Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
30	Ochre Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
31	Quartz Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
32	Quartzite Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
33	Red Oxide Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
34	Rock Phosphate Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
35	Stone Breaking and Stone Crushing		283.00	125.00	408.00
36	Stone Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
37	Steatite (including Mines producing Soap Stone and Talc) Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
38	Silica Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
39	Slate Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
40	Sweeping and Cleaning	Area - A	523.00	228.00	751.00
		Area - B	437.00	191.00	628.00
		Area - C	350.00	154.00	504.00

TABLE 3

S.NO.	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
41	Watch and Ward	Area - A	637.00	278.00	915.00
		Area - B	579.00	253.00	832.00
		Area - C	494.00	215.00	709.00
42	Watch and Ward (with arms)	Area - A	693.00	299.00	992.00
		Area - B	637.00	278.00	915.00
		Area - C	579.00	253.00	832.00
43	Uranium Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
44	White Clay Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
45	Wolfram Mines	Above Ground	350.00	154.00	504.00
		Below Ground	437.00	191.00	628.00
Note:- *Due to non receipt of Annual Return, Information downloaded from CLC website					

TABLE 3

AREA "A"

Ahmedabad	(U.A.)	Greater Mumbai	(U.A.)	Chennai	(U.A.)
Bangaluru	(U.A.)	Hyderabad	(U.A.)	Nagpur	(U.A.)
Kolkata	(U.A.)	Kanpur	(U.A.)	Delhi	(U.A.)
Lucknow	(U.A.)	Gurgaon		Noida	
Secunderabad		Navi Mumbai			

AREA "B"

Agra	(U.A.)	Ghaziabad	(U.A.)	Meerut	(U.A.)
Ajmer		Gorakhpur		Moradabad	(U.A.)
Aligarh		Guwahati City		Mysore	(U.A.)
Allahabad	(U.A.)	Guntur		Mangalore	(U.A.)
Amaravati		Gwalior	(U.A.)	Nasik	(U.A.)
Aurangabad	(U.A.)	Hubli-Dharwad		Puducherry	(U.A.)
Amritsar	(U.A.)	Indore	(U.A.)	Pune	(U.A.)
Asansol	(U.A.)	Jabalpur	(U.A.)	Patna	(U.A.)
Bareilly	(U.A.)	Jaipur	(U.A.)	Raipur	(U.A.)
Bhavnagar/Bhopal		Jalandhar	(U.A.)	Rajkot	
Bikaner		Jamshedpur	(U.A.)	Ranchi	(U.A.)
Bhubaneshwar		Jodhpur		Sholapur	
Belgaum	(U.A.)	Jammu	(U.A.)	Srinagar	(U.A.)
Bhiwandi	(U.A.)	Jalandhar Centt.		Surat	(U.A.)
Chandigarh	U.A.)	Jamnagar	(U.A.)	Salem	(U.A.)
Coimbatore	(U.A.)	Kolhapur	(U.A.)	Tiruppur	(U.A.)
Cuttack	(U.A.)	Kalyan		Tiruchirappali	(U.A.)
Durgapur		Kota		Thiruvananthapura	(U.A.)
Durg-Bhilai Nagar	(U.A.)	Kochi	(U.A.)	Vadodara	(U.A.)
Dhanbad	(U.A.)	Kozhikode	(U.A.)	Varanasi	(U.A.)
Dehradun	(U.A.)	Ludhiana		Vijaywada	(U.A.)
Faridabad Complex		Madurai	(U.A.)	Vishakhapatnam	(U.A.)

NOTE:

Area: 'C' = will comprise all areas not mentioned in this list

U.A. = Urban Agglomeration

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
2.ANDRHA PRADESH					
1	Agriculture	-	159.00	181.75	340.75
2	Aerated water manufacturing units and Soft Drinks	-	96.31	238.85	335.15
3	Any Manufacturing Process carried out in any Factory as defined under Sec.2(m) or Sec. 85 of the Factories Act other than those notified under Part-I and Part-II of the Schedule of Minimum Wages Act, 1948	-	223.92	232.37	456.30
4	Automobile Engineering workshops including servicing and repairs	-	146.50	335.73	482.23
5	Baking process including Biscuits Manufactory	-	122.35	280.15	402.50
6	Betal Vines	-	217.92	244.57	462.49
7	Brick Kiln Industry	-	112.00	273.72	385.72
8	Canteens and Clubs	-	101.73	247.76	349.49
9	Cashew and Coconut gardens	-	125.00	-	125.00
10	Cashew Processing Establishments	-	149.46	303.32	452.78
11	Cement Concrete Pipes and Cement ware Manufactory excluding stone ware pipes Manufactory	-	112.12	273.72	385.83
12	Chemicals and Pharmaceuticals	-	134.46	307.95	442.41
13	Cinema Industry	-	141.27	311.75	453.02
14	Coffee Plantations	-	89.00	231.99	320.99
15	Colour Printing and Yarn Dyeing	-	128.85	294.05	422.90
16	Construction of Projects Including Dams and Multipurpose Projects	-	130.42	312.29	442.72
17	Construction or Maintenance of Roads and Building Operations	-	129.62	296.37	425.98
18	Cotton Carpet Weaving Establishments	-	135.00	298.00	433.00
19	Cotton Ginning and pressing Factories	-	164.00	323.96	487.96
20	Dairy Farming	-	191.38	244.57	435.95
21	Distilleries and Breweries	-	149.85	342.68	492.52
22	Domestic Workers	-	173.88	185.68	359.56
23	Electronic Industry	-	132.50	303.32	435.82
24	Fisheries and Sea Foods	-	125.08	284.79	409.87
25	Forestry and Timbering Operations	-	69.27	-	69.27
26	Glass Industry	-	129.46	296.37	425.83
27	Garment and Allied Manufacturing Industry	-	153.65	164.36	318.01
28	Gold Covering and Gold Coating Industry	-	129.62	296.37	425.98
29	Handloom (Silk)Weaving Establishments	-	83.00	223.38	306.38
30	Handloom Weaving Establishments	-	Piece Rated		
31	Handloom Weaving Establishments- Additional Categories	-	91.42	223.38	314.80
32	Horticulture	-	217.27	279.22	496.49
33	Hospitals, Nursing Homes and Clinics other than Govt. Hospitals and Dispensries	-	238.81	247.64	486.45
34	Hostels of all colleges and all other educational Institutions	-	251.73	268.20	519.93
35	Hotels and Restaurants and Eating Houses	-	127.58	305.25	432.83
36	Jute and Coir Industry	-	244.35	261.32	505.67
37	Khandsari Factories	-	135.23	307.95	443.18
38	Lime stone Kilns	-	93.19	226.90	320.10
39	Marketing Societies, Consumer Co-op. Societies and Co-op. Banks	-	123.96	282.48	406.44
40	Match and Fire Works	-	104.46	247.76	352.22
41	Mesta used Twine Mills	-	66.00	153.38	219.38
42	Metal Foundaries and General Engineering	-	125.50	287.11	412.61
43	Mica Works	-	131.15	298.68	429.84
44	Mini and Tiny Cement Factories	-	107.00	243.12	350.12
45	Motion Picture Industry including Production, Distribution and Pubicity	-	112.12	271.36	383.47
46	Oil Mills	-	248.88	266.14	515.02
47	Paper and Paper Board including Straw Board including hand made Paper Manufactory	-	250.00	266.48	516.48

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
48	Petrol Bunks	-	134.46	307.95	442.41
49	Poultry farming including Feeding units	-	200.00	243.11	443.11
50	Powerloom Industry	-	101.73	231.54	333.27
51	Printing Press including Litho and offset Printing	-	135.23	307.95	443.18
52	Private Motor Transport	-	129.62	296.37	425.98
53	Professionals such as Chartered,Cost Accounts Auditors including Tax Consultants and Clerks working with Advocates	-	161.50	324.85	486.35
54	Public Motor Transport	-	101.73	247.76	349.49
55	Rice Mills, Flour Mills or Dal Mills including Roller Flour Mills	-	135.50	310.26	445.76
56	Safai Karamcharis	-	192.31	370.18	562.48
57	Salt Pans	-	96.88	235.96	332.85
58	Security Services	-	153.85	295.70	449.55
59	Seed Processing Units	-	123.31	310.50	433.81
60	Sericulture	-	173.27	-	173.27
61	Shops and Commercial Establishments	-	129.62	296.37	425.98
62	Slate Factories	-	123.19	282.48	405.67
63	Steel Mills and Steel re-rolling Mills	-	123.35	282.48	405.82
64	Stone Breaking and Stone Crushing Operations	-	123.00	276.92	399.92
65	Tanneries and Leather Manufactory	-	132.88	319.34	452.22
66	Tiles and Potteries	-	123.27	282.48	405.75
67	Tobacco (excluding Beedi making)Manufactory	-	113.00	252.84	365.84
68	Tobacco (including Beedi making)Manufactory	-	66.85	116.30	183.15
69	Toddy Tapping including Selling and Conveyance industry	-	106.27	253.59	359.86
70	Wood Working Establishments including Furniture (excluding Timbering Operations)	-	128.73	294.05	422.78
71	Woollen Carpet Making and Shawl Weaving Establishments	-	96.88	235.96	332.85
72	Non-teaching staff working in Private Educational Institutions	-	203.62	212.02	415.63
73	Spinning Mills	-	148.23	154.35	302.58
74	Foot Wear and Leather Industry	-	303.85	50.96	354.81

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
3.ARUNACHAL PRADESH					
1	Agriculture	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
2	Cement Industry	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
3	Cinema and Video Hall	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
4	Construction or Maintenance of Roads or Building Operation	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
5	Distrilleries and Brewing Units	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
6	Educational/Coaching Institutions	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
7	Employment in any bank in respect of which Govt.of Arunachal Pradesh is the appropriate Govt.to fix or revise the minimum wages	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
8	Employment in any residential,hotel,restaurant or earting house.	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
9	Employment under any Govt. Authority (Casual Contingency Employee)	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
10	Forest Operations	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
11	Hospital, Nursing Homes, Dispensaries, Pharmacies and consultation clinics	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
12	Load carrying i.e.Porter Porting Goods from One Area to Another Area	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
13	Loading and Un-Loading except under Department of Co-operation	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
14	Local Authority	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
15	Motor Mechanical Garage Including Tyre Retreading or Repairing Industry	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
16	Oil Mill	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
17	Plantation (Cinchona, Rubber, Tea & Coffee)	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
18	Printing Press	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
19	Printing Process by Lithography,photography or other similar work or book binding	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
20	Private co-operative society,welfare or voluntary organisation	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
21	Public Motor Transport	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
22	Rice / Flour /Dal Mill	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
23	Safai Karamcharis	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
24	Saw ,Vaneer and Plywood Mills/Industry	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
25	Security Guard and Watch and Ward	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
26	Shops or Commercial Establishments	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
27	Stone breaking or Stone crushing	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
28	Superior Kerosene/petrol/diesel oil delivery depot	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
29	Tobacco manufactory (including Bidi making industries)	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00
30	Woollen Carpet making or Shawl Weaving establishments	Area-I	200.00	-	200.00
		Area-II	220.00	-	220.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
4.ASSAM					
1	Agarbatti	-	336.57	-	336.57
2	Agarwood Industry	-	336.57	-	336.57
3	Agriculture	-	336.57	-	336.57
4	Aluminium Industry	-	336.57	-	336.57
5	Asbestos	-	336.57	-	336.57
6	Bakeries	-	336.57	-	336.57
7	Beedi Making	-	336.57	-	336.57
8	Beverages Manufacturing and Vending Estt.	-	336.57	-	336.57
9	Biscuit Manufacturing	-	336.57	-	336.57
10	Blacksmith	-	336.57	-	336.57
11	Bought Tea Leaf Factory	-	336.57	-	336.57
12	Breweries and Distillery	-	336.57	-	336.57
13	Brick Making and Brick Kiln	-	336.57	-	336.57
14	Candle Manufacturing	-	336.57	-	336.57
15	Canteen and Clubs	-	336.57	-	336.57
16	Carpentary and Masenary	-	336.57	-	336.57
17	Casual/Master control workers in Flood Control Department	-	336.57	-	336.57
18	Casual/Master Roll Workers Employed in Public Health Department	-	336.57	-	336.57
19	Casual/Master Roll Workers Irrigation Department.	-	336.57	-	336.57
20	Cement Based Industry	-	336.57	-	336.57
21	Chakki Mill	-	336.57	-	336.57
22	Chemical and Pharmaceutical Industry	-	336.57	-	336.57
23	Cleaner	-	336.57	-	336.57
24	Coaching Academics including nurshing and English Medium Schools and Technical Institutes	-	336.57	-	336.57
25	Coffee and Rubber Plantation	-	336.57	-	336.57
26	Construction or maintenance of (1) roads or in building operation and stone breaking and stone crushing	-	336.57	-	336.57
27	Contracts Estt. Of the Forest Deptt.	-	336.57	-	336.57
28	Cooperative Banks	-	336.57	-	336.57
29	Cooperative Consumer Societies	-	336.57	-	336.57
30	Cooperative Markeing Societies	-	336.57	-	336.57
31	Cotton Textiles Mills	-	336.57	-	336.57
32	Dairy and Poultry firms	-	336.57	-	336.57
33	Dispensaries	-	336.57	-	336.57
34	Domestic Workers	-	352.82	-	352.82
35	Earth Cutting and Removing Earth Filling, & Earth leveling Operations	-	336.57	-	336.57
36	Eating house and Restaurants	-	336.57	-	336.57
37	Edible Oil Workers	-	336.57	-	336.57
38	Employment in Electricity Board	-	336.57	-	336.57
39	Engineering Industries including Motor Garage and Workers	-	336.57	-	336.57
40	Film (production, distribution & Exhibition)	-	336.57	-	336.57
41	Fishing	-	336.57	-	336.57
42	Flour Mills	-	336.57	-	336.57
43	Food Processing	-	336.57	-	336.57
44	Forestry and Timbering Operation	-	336.57	-	336.57
45	Fruit Preservation	-	336.57	-	336.57
46	Gold and Silver ornaments and other articles of Artistic Design Manufacturing	-	336.57	-	336.57
47	Goldsmith	-	336.57	-	336.57
48	Grass Cutting and Wood Cutting	-	336.57	-	336.57
49	Hair Cutting saloons	-	336.57	-	336.57
50	Handicrafts	-	336.57	-	336.57
51	Handloom Weaving Project	-	336.57	-	336.57

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
52	Helpers & Weldes in Minor Engineering.	-	336.57	-	336.57
53	Horticulture	-	336.57	-	336.57
54	Hotel Restaurent and Eating Houses covered by the schedule employments (shops & commercial Establishments)	-	336.57	-	336.57
55	Hydro Electric Project	-	336.57	-	336.57
56	Ice cream and Ice candy Manufacturing and vending Estt.	-	336.57	-	336.57
57	Ice factory and Cold Storage	-	336.57	-	336.57
58	Jute Bailing Industries	-	336.57	-	336.57
59	Jute Mills	-	336.57	-	336.57
60	Khadi and Village Industries	-	336.57	-	336.57
61	Loading and Unloading Operation	-	Per Bag Rate		
62	Loading and Unloading of Urea Bags	-	Per Bag Rate		
63	L.P.G.Distribution	-	336.57	-	336.57
64	Match Manufacturing	-	336.57	-	336.57
65	Metal Rolling and Re-rolling Industry	-	336.57	-	336.57
66	Motor Body Building	-	336.57	-	336.57
67	Municipalities and Town Committee	-	336.57	-	336.57
68	Oil and Gas Drilling Workers	-	336.57	-	336.57
69	Pan Masala & Gutkha Manufacturing Industries	-	336.57	-	336.57
70	Paper Industry	-	336.57	-	336.57
71	Pathological Laboratories	-	336.57	-	336.57
72	Petrol Pump Workers	-	336.57	-	336.57
73	Photo and Picture frame Manufacturing	-	336.57	-	336.57
74	Sales Promotion Employees	-	614.15	-	614.15
75	Plywood Industries	-	336.57	-	336.57
76	Pottery Industries	-	336.57	-	336.57
77	Poultry and Cattle Feed Manufacturing	-	336.57	-	336.57
78	Premises wherein cows and buffalos or both kept for milking fooding and all other similar process	-	336.57	-	336.57
79	Printing and Dyeing Cloth	-	336.57	-	336.57
80	Printing Press	-	336.57	-	336.57
81	Private Hospital	-	336.57	-	336.57
82	Security Service	-	536.86	-	536.86
83	Private Transport	-	336.57	-	336.57
84	Public Motor Transport including A.S.T.C.	-	336.57	-	336.57
85	Readymade Garments	-	336.57	-	336.57
86	Rice and Oil Mills	-	336.57	-	336.57
87	Rubber processing and Rubber Manufacturing	-	336.57	-	336.57
88	Saw Mills	-	336.57	-	336.57
89	Seasonal Spray Squads of NMEP under the H. & F.W. Deptt.	-	336.57	-	336.57
90	Sericulture Operation	-	336.57	-	336.57
91	Shops and Commercial Establishments covered by the schedule of shop & commercial Establishments	-	336.57	-	336.57
92	Small Establishments Selling Cooked Food Stuff	-	336.57	-	336.57
93	Small Scale Industry	-	336.57	-	336.57
94	Soap Making Industries	-	336.57	-	336.57
95	Streamergahat	-	336.57	-	336.57
96	Sugar Industry	-	336.57	-	336.57
97	Tailoring Industries.	-	336.57	-	336.57
98	Tanneries and Leather Manufacturing	-	336.57	-	336.57
99	Theatres	-	336.57	-	336.57
100	Tiles Manufacturing	-	336.57	-	336.57
101	Transportation, Marketing and Distribution of Petroleum Products	-	336.57	-	336.57
102	Trunk and Bucket Manufacturing	-	336.57	-	336.57
103	Tubewell Sinking	-	336.57	-	336.57
	Note:- Minimum Wages/VDA for Unskilled Workers calculate for Thirty Days (30).				

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
5.BIHAR					
1	Agarbati Industry	-	350.00	28.00	378.00
2	Agriculture	-	227.00	65.00	292.00
3	Aluminium Industry	-	366.00	29.00	395.00
4	Asbestos Cement Industry	-	366.00	29.00	395.00
5	Automobile Engineering Workshops	-	366.00	29.00	395.00
6	Bakeries and Confectioneries	-	366.00	29.00	395.00
7	Bidi Making	-	366.00	29.00	395.00
8	Biscuit Industry	-	366.00	29.00	395.00
9	Book Binding Industry	-	366.00	29.00	395.00
10	Brick Manufactory and Ceramic Industry	-	366.00	29.00	395.00
11	Cement and Hume Pipe, Electric Pole and Railway Sleeper Manufacturing Industry	-	366.00	29.00	395.00
12	Cement Prestressed Product Industry	-	366.00	29.00	395.00
13	Chemical and Pharmaceutical Industry	-	366.00	29.00	395.00
14	Cinema Industry	-	366.00	29.00	395.00
15	Coal Briquette Industry	-	366.00	29.00	395.00
16	Cold Storage	-	366.00	29.00	395.00
17	Construction, Maintenance of Roads or in Building Construction	-	366.00	29.00	395.00
18	Co-operative Sector	-	366.00	29.00	395.00
19	Courier Service	-	366.00	29.00	395.00
20	Dafti Card Board, Mill Board, Paper Board, Corrugated Board, Straw Board or Gatta Paper Board Manufacturing	-	366.00	29.00	395.00
21	Dairy and Poultry Farms	-	366.00	29.00	395.00
22	Dams Construction and Irrigation	-	366.00	29.00	395.00
23	Distilleries	-	366.00	29.00	395.00
24	Domestic Workers	-	336.27	26.92	363.19
25	Earth Cutting Operation	-	366.00	29.00	395.00
26	Educational, University, Research or Cultural Institutions	-	366.00	29.00	395.00
27	Electric and Other Types of Bulbs and Florescent Tubes Manufacturing Industry	-	366.00	29.00	395.00
28	Electro Casting and Metal Finishing Industry	-	366.00	29.00	395.00
29	Electronics Industry	-	366.00	29.00	395.00
30	Employment of Sailors	-	350.00	28.00	378.00
31	Fire Bricks, Ceramics Industry and Refractories	-	366.00	29.00	395.00
32	Fisheries	-	366.00	29.00	395.00
33	Forestry and Timbering Operations	-	366.00	29.00	395.00
34	Foundry Industry	-	366.00	29.00	395.00
35	Frittered Rice	-	366.00	29.00	395.00
36	Glass Industry(excluding Glass Sheet)	-	366.00	29.00	395.00
37	Glass Sheet Industry	-	366.00	29.00	395.00
38	Gun Factories	-	366.00	29.00	395.00
39	Hair Cutting Saloons	-	366.00	29.00	395.00
40	Handloom Industry	-	366.00	29.00	395.00
41	Hard Coke Industry	-	366.00	29.00	395.00
42	Hosiery Manufactory	-	366.00	29.00	395.00
43	Hotels, Eating Houses and Restaurants	-	366.00	29.00	395.00
44	Icecream and Cold Drinks	-	366.00	29.00	395.00
45	Information Technology	-	366.00	29.00	395.00
46	Jute Industry and Similar Works	-	366.00	29.00	395.00
47	Khadi and Village Industry	-	366.00	29.00	395.00
48	Khandsari Industry	-	366.00	29.00	395.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
49	Lac Manufactory	-	366.00	29.00	395.00
50	Laundry and Washing	-	366.00	29.00	395.00
51	Loading and Un-loading Operations	-	366.00	29.00	395.00
52	Manufacturing Of Gold and Silver Ornaments and articles of artistic design	-	366.00	29.00	395.00
53	Manufacturing of Leather Goods	-	366.00	29.00	395.00
54	Mica Works (Factory and Establishment excluding Mines)	-	366.00	29.00	395.00
55	Mineral Grinding Industry	-	366.00	29.00	395.00
56	Minor Engineering Industry (Excluding Automobile Engineering Workshops) employing less than 50 workers	-	366.00	29.00	395.00
57	Minor Engineering Industry employing more than 50 workers	-	366.00	29.00	395.00
58	Oil Mills	-	366.00	29.00	395.00
59	Papad Industry	-	350.00	28.00	378.00
60	Paper Industry	-	366.00	29.00	395.00
61	Petrol and Diesel Pumps	-	366.00	29.00	395.00
62	Plastic Industry	-	366.00	29.00	395.00
63	Plucking and Processing of Kendu Leaves	-	366.00	29.00	395.00
64	Plywood Industry	-	366.00	29.00	395.00
65	Potteries Industry	-	366.00	29.00	395.00
66	Powerloom Industry	-	366.00	29.00	395.00
67	Printing Press	-	366.00	29.00	395.00
68	Private Ferries and L.T.C.	-	366.00	29.00	395.00
69	Private Hospitals, Nursing Homes and Clinics	-	366.00	29.00	395.00
70	Private Security	-	366.00	29.00	395.00
71	Public Motor Transport	-	366.00	29.00	395.00
72	Religious and Social Institutions	-	366.00	29.00	395.00
73	Rice , Flour or Dal Mills	-	366.00	29.00	395.00
74	Rolling of Iron Rods, Plates, Angles, etc. works	-	366.00	29.00	395.00
75	Rubber and Rubber compound Industry	-	366.00	29.00	395.00
76	Safai Karmacharis (excluding scavenging)	-	350.00	28.00	378.00
77	Sales Promotion of Medicine Employment	-	335.00	27.00	362.00
78	Shops and Commercial Establishments	-	366.00	29.00	395.00
79	Shops Selling Cooked Food Stuff	-	366.00	29.00	395.00
80	Silk Industry including Manufactory from Pure Silk, Artificial Silk and other Staple Yarn	-	366.00	29.00	395.00
81	Sindur and Rang Manufacturing	-	366.00	29.00	395.00
82	Soap Making Industry	-	366.00	29.00	395.00
83	Stone Breaking or Stone Crushing	-	366.00	29.00	395.00
84	Tailoring Industry	-	366.00	29.00	395.00
85	Tanneries and Leather Technology	-	366.00	29.00	395.00
86	Tea Plantations	-	366.00	29.00	395.00
87	Wood works and Furniture	-	366.00	29.00	395.00
88	Woollen Carpet making or Shawl Weaving Establishments	-	366.00	29.00	395.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
6. CHHATISGARH *					
1	Agriculture	-	230.00	54.67	284.67
	Agriculture (Agarbatti & Beedi Making)		Piece Rated		
2	Bone Mills	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
3	Bricks	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
4	Building and Construction	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
5	Cement Factories	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
6	Cement Poles and Cement Products	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
7	Chemicals and Pharmaceuticals	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
8	Construction, Maintenance of Roads or in Building Construction	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
9	Educational Institution and Private Coaching Centres	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
10	Employment in Kosa	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
11	Engineering Industry	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
12	Food Products, Bakery, Confectionery, Ice Cream, Aerated Drinks	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
13	Forest Produce and Forestry	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
14	Fuel Coke	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
15	Hospitals, Nursing Homes and Pathology Labs	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
16	Irrigation	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
17	Kambal Industry	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
18	Khandsari Industry/Sugar	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
19	Lime stone Kilns	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
20	Local Bodies	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
21	Mandi Mazdoors	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
22	Manufacturing Process as defined under section 2(k) of the Factories Act 1948 not classified elsewhere	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
23	Murra Poha	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
24	Oil Mills	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
25	Petrol/Diesel/L.P.G.Distribution	Zone A	320.00	88.46	408.46

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
26	Plastic Industry	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
27	Potteries	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
28	Poultry farming including Feeding units	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
29	Powerloom Sizing and Pressing	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
30	Printing Press	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
31	Public Motor Transport	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
32	Rice, Dal and Flour Mills	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
33	Sale Promotion Workers	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
34	Saw Mills, Wood Works	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
35	Security Guard	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
36	Shops and Commercial Establishments, Hotels, Restaurants and Cinema Houses	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
37	Solevent Plants and Refinery	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
38	Stone Breaking	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
39	Stone Crushing	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
40	Tiles Manufacturing	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
41	Power Plant	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
42	Steel Plant	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
43	Sponge Iron	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
44	Rolling Mill	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
45	Casting Industry	Zone A	320.00	88.46	408.46
		Zone B	310.00	88.46	398.46
		Zone C	300.00	88.46	388.46
46	Contract Workers in Govt. Departments	Zone A	277.33	76.67	354.00
		Zone B	268.67	76.67	345.34
		Zone C	260.00	76.67	336.67
Note:- *Due to non receipt of Annual Return, Information downloaded from Chhatisgarh Labour Dept.'s Website					

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
7.GOA					
1	Agriculture	-	407.00	111.00	518.00
2	Automobile Repairing Workshop and Garages	-	407.00	111.00	518.00
3	Breweries and Distilleries	-	407.00	111.00	518.00
4	Brick and Tiles Manufacture	-	407.00	111.00	518.00
5	Cashew Factories and Establishments	-	407.00	111.00	518.00
6	Cinema Exhibition Industry	-	407.00	111.00	518.00
7	Commercial or Industrial Establishments engaged in commercial, manufacturing and service activities other than that covered under any of the other entries contained in the schedule	-	407.00	111.00	518.00
8	Construction or maintenance of Roads or in Building Operations	-	407.00	111.00	518.00
9	Cotton Textiles, cotton spinning, cotton pressing, manufacturing of cotton fiber, thread yarn spinning and weaving including handloom weaving	-	407.00	111.00	518.00
10	Manufacture, assembling of Electronic Goods and components and distribution and the sale of Electronic Products	-	407.00	111.00	518.00
11	Pharmaceutical industry and units engaged in the manufacture, sale and distribution of medicines and pharmaceutical products	-	407.00	111.00	518.00
12	Printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding	-	407.00	111.00	518.00
13	Private hospital, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinic including such establishments where medical treatment is given to patients	-	407.00	111.00	518.00
14	Processing and canning of food stuff including fish and beverages	-	407.00	111.00	518.00
15	Public Motor Transport undertaking and Private Motor Transport undertaking	-	407.00	111.00	518.00
16	Readymade garments manufactory	-	407.00	111.00	518.00
17	Residential Hotel, Restaurant or eating house	-	407.00	111.00	518.00
18	Saw Mills	-	407.00	111.00	518.00
19	Shop and Commercial Establishments other than a residential hotel, restaurant or eating house	-	407.00	111.00	518.00
20	Watch and ward	-	407.00	111.00	518.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
8. GUJARAT					
1	Automobile repairing workshops and Garages	Zone- I	452.00	21.00	473.00
		Zone- II	441.00	21.00	462.00
2	Bakeries	Zone- I	452.00	21.00	473.00
		Zone- II	441.00	21.00	462.00
3	Bobin Industry	Zone-I	452.00	21.00	473.00
		Zone-II	441.00	21.00	462.00
4	Bone Crushing Industry	Zone-I	452.00	21.00	473.00
		Zone-II	441.00	21.00	462.00
5	Cement Prestressed Products Industry	Zone-I	452.00	21.00	473.00
		Zone-II	441.00	21.00	462.00
6	Construction or Maintenance of Roads or in Buildings Operation	Zone-I	452.00	21.00	473.00
		Zone-II	441.00	21.00	462.00
7	Cotton Ginning and Pressing Manufactory	Zone-I	452.00	21.00	473.00
		Zone-II	441.00	21.00	462.00
8	Dispensary of Medical practitioners	Zone-I	452.00	21.00	473.00
		Zone-II	441.00	21.00	462.00
9	Electronics and Allied or incidental Industries	Zone-I	452.00	21.00	473.00
		Zone-II	441.00	21.00	462.00
10	Employment of non-teaching Staff in Private Non-grant-in-aided educational Institutions	Zone-I	452.00	21.00	473.00
		Zone-II	441.00	21.00	462.00
11	Film Industry	Zone-I	452.00	21.00	473.00
		Zone-II	441.00	21.00	462.00
12	Fisheries Industries	Zone-I	452.00	21.00	473.00
		Zone-II	441.00	21.00	462.00
13	Forestry and Timber Operation	Zone-I	452.00	21.00	473.00
		Zone-II	441.00	21.00	462.00
14	Hosiery Industry	Zone-I	452.00	21.00	473.00
		Zone-II	441.00	21.00	462.00
15	Hospitals and Nursing Homes	Zone-I	452.00	21.00	473.00
		Zone-II	441.00	21.00	462.00
16	Industrial Engineering Establishments (more than 50 workers)	Zone-I	452.00	21.00	473.00
		Zone-II	441.00	21.00	462.00
17	Industrial Engineering Establishments(less than 50 workers)	Zone-I	452.00	21.00	473.00
		Zone-II	441.00	21.00	462.00
18	Khandsari Industry	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
19	Local Authorities (Municipality or Nagar Panchayat)	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
20	Local Authorities (Municipal Corporation)	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
21	Employment under any Gram Panchayat	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
22	Manufacturing Process as defined under section 2(k) of the Factories Act 1948 not covered under any entry	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
23	Oil Mills	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
24	Petrol / Diesel pumps	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
25	Pharmaceutical Industry	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
26	Plastic Industry	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
27	Potteries Industry	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
28	Powerloom Industry	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
29	Printing by letter press lithography, photogravure or book binding	Zone I	452.00	21.00	473.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		Zone II	441.00	21.00	462.00
30	Private Security Guard Services	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
31	Public Motor Transport	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
32	Pulp and Paper or Paper Board Manufactory	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
33	Residential Hotels, Restaurants, or Eating House	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
34	Rice, Flour or Dal Mills	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
35	Roof Tiles Manufactory	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
36	Rubber and Rubber Products Industry	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
37	Shops and Commercial Establishments	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
38	Soap Making Industry	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
39	Stone Breaking or Stone Crushing	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
40	Sugar Industry	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
41	Tanneries and Leather Manufactory	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
42	Textile Processing and Pre Weaving Industry	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
43	Tobacco processing Establishments	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
44	Tube-well drilling operations and maintenance	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
45	Woollen Carpet making or Shawl Weaving Establishments	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
46	Zardosi Works	Zone I	452.00	21.00	473.00
		Zone II	441.00	21.00	462.00
47	Employment in Sugarcane cutting & loading	-	Piece rated		
48	Employment in Sweeping & Cleaning	-	441.00	21.00	462.00
49	Jari Industry	-	276.00	107.00	383.00
50	Salt Pan Industry	-	276.00	107.00	383.00
51	Brick Manufacturing Industry	-	276.00	107.00	383.00
52	Bidi Making	-	276.00	107.00	383.00
53	Readymade Garments	-	254.00	107.00	361.00
54	Ship Breaking Activities	-	235.00	21.00	256.00
55	Agriculture	-	268.00	107.00	375.00
56	Agarbatti	-	Piece rated		

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
9.HARYANA					
1	Agricultural Implements, Machine Tools and General Engineering including Electrical goods Industry	-	410.05	-	410.05
2	Agriculture	-	410.05	-	410.05
3	Any Manufacturing process wherein Manufacturing Process as defined under Section 2(k) of the Factories Act,1948	-	410.05	-	410.05
4	Any Shop or Commercial Establishment other than covered under any of the entries in the Schedule	-	410.05	-	410.05
5	Asbestos Cement Factories and other Cement Products	-	410.05	-	410.05
6	Automobile repair workshop	-	410.05	-	410.05
7	Ayurvedic & Unani Pharmaceuticals	-	410.05	-	410.05
8	Brick Kiln Industry	-	410.05	-	410.05
9	Chemical and Distillery Industry	-	410.05	-	410.05
10	Cinema Industry	-	410.05	-	410.05
11	i) Construction and Maintenance of Road and Building Operation ii) Stone breaking and stone crushing iii) P.W.D. (Public Health)	-	410.05	-	410.05
12	Contractor's Establishments of Forest Department	-	410.05	-	410.05
13	Co-operative Credit and Service Societies and Mini Banks	-	410.05	-	410.05
14	Cotton Ginning & pressing Industry	-	410.05	-	410.05
15	Domestic Worker	-	410.05	-	410.05
16	Electronics and allied or incidental Industries	-	410.05	-	410.05
17	Electroplating using salts or chromium, nickle or any other compound and connected buffing and polishing Industry	-	410.05	-	410.05
18	Ferrous Metal Rolling and Re-rolling Industry	-	410.05	-	410.05
19	Food Products, Dairy Products, Grain Mills Products and Bakery Products	-	410.05	-	410.05
20	Forestry or any other development work related	-	410.05	-	410.05
21	Foundries with or without attached Machine Shops	-	410.05	-	410.05
22	Glass, Glass Fibre and Glass Processing Industry	-	410.05	-	410.05
23	Hospital and Nursing Homes	-	410.05	-	410.05
24	Local Authorities	-	410.05	-	410.05
25	Manufacture of Khandsari, Gur and Shakkar	-	410.05	-	410.05
26	Manufacturing of Soap in any form,other washing Products, Synthetic detergents and Cosmetics	-	410.05	-	410.05
27	Non-Ferrous Metal Rolling	-	410.05	-	410.05
28	Oil Mills	-	410.05	-	410.05
29	Operation of Tubewell	-	410.05	-	410.05
30	Packing Industry	-	410.05	-	410.05
31	Paper Cardboard and Typewriter Ribbon Industry	-	410.05	-	410.05
32	Petrol and Diesel Oil Pumps	-	410.05	-	410.05
33	Plastic Industries	-	410.05	-	410.05
34	Potteries, Ceramics and Refractory Industry	-	410.05	-	410.05
35	Private Coaching Classes, Schools including Nursery Schools and Technical Institutions	-	410.05	-	410.05
36	Private Printing Presses	-	410.05	-	410.05
37	Public Motor Transport	-	410.05	-	410.05
38	Public Works Department (Irrigation)	-	410.05	-	410.05
39	Rags Cleaning and Sorting	-	410.05	-	410.05
40	Readymade Garments	-	410.05	-	410.05

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
41	Rice Mills, Flour Mills and Dal Mills	-	410.05	-	410.05
42	Rubber Industry	-	410.05	-	410.05
43	Safai Karamcharis	-	410.05	-	410.05
44	Saw Mills and Timber Trade Industry	-	410.05	-	410.05
45	Scientific Industry	-	410.05	-	410.05
46	Shops and Commercial Establishments	-	410.05	-	410.05
47	Tailoring, Stitching and Embroidery Establishments	-	410.05	-	410.05
48	Tanneries and Leather Manufacturing	-	410.05	-	410.05
49	Textiles Industry	-	410.05	-	410.05
50	Woollen Carpet making or Shawl Weaving Establishments run on Powerloom or Handloom	-	410.05	-	410.05

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
10.HIMACHAL PRADESH					
1	Agriculture	-	375.00	-	375.00
2	Chemicals and Chemical Products	-	375.00	-	375.00
3	Construction or Maintenance of Roads or in Building Operations	-	375.00	-	375.00
4	Domestic Workers	-	375.00	-	375.00
5	Engineering Industries	-	375.00	-	375.00
6	Forestry Industry	-	375.00	-	375.00
7	Hospital and Nursing Homes & Clinic	-	375.00	-	375.00
8	Hotels and Restaurants	-	375.00	-	375.00
9	Hydro Power Project	-	375.00	-	375.00
10	Establishments with Manufacturing Process as defined in clause (k) of Section 2 of Factories Act., 1948	-	375.00	-	375.00
11	Pharmaceutical Industry	-	375.00	-	375.00
12	Private Educational Institutions	-	375.00	-	375.00
13	Public Motor Transport	-	375.00	-	375.00
14	Safai Karamcharis	-	375.00	-	375.00
15	Security Services	-	375.00	-	375.00
16	Shops and Commercial Establishments	-	375.00	-	375.00
17	Stone Breaking and Stone Crushing	-	375.00	-	375.00
18	Tea Plantations	-	375.00	-	375.00
19	Temple and Religious Places/Dharmshala	-	375.00	-	375.00
20	Working in Toll Tax Barriers	-	375.00	-	375.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
11.JAMMU & KASHMIR					
1	Embroidery including Chain Stitching	-	311.00	-	311.00
2	Ice Factory and Cold Storage	-	311.00	-	311.00
3	Light Engineering Works.	-	311.00	-	311.00
4	Local Authority	-	311.00	-	311.00
5	Manufacturing & Tailoring of Garments	-	311.00	-	311.00
6	Manufacturing of Arms & Ammunition	-	311.00	-	311.00
7	Manufacturing of Drinks & Brewaries	-	311.00	-	311.00
8	Manufacturing of Food Products	-	311.00	-	311.00
9	Manufacturing of Medicines & Hospitals Equipments	-	311.00	-	311.00
10	Manufacturing of Metal Steel Utensils	-	311.00	-	311.00
11	Manufacturing of Soap & Detergents	-	311.00	-	311.00
12	Manufacturing of Sports Goods.	-	311.00	-	311.00
13	Manufacturing of Wood Products	-	311.00	-	311.00
14	Oil Mills(including Kohloos)	-	311.00	-	311.00
15	Private Brick and Tile Making	-	311.00	-	311.00
16	Rosin and Terpentine Products	-	311.00	-	311.00
17	Shops & Establishments	-	311.00	-	311.00
18	Silicate & Chemical Works	-	311.00	-	311.00
19	Steel Metal Rolling Works	-	311.00	-	311.00
20	Tanneries,Leather Manufacturing	-	311.00	-	311.00
21	Wood Carving	-	311.00	-	311.00
22	Woollen Carpet Making or Shawl Weaving	-	311.00	-	311.00
23	Workshops	-	311.00	-	311.00
24	Rice Mill, Floor Mill or Dal Mill	-	311.00	-	311.00
25	Tobacco (Including bidi making)	-	311.00	-	311.00
26	Plantation (Growing Cinchona, rubber, tea or coffe)	-	311.00	-	311.00
27	Construction or maintenance of roads or in building operation	-	311.00	-	311.00
28	Stone Breaking or Stone Crushing	-	311.00	-	311.00
29	Lac Manufacturing	-	311.00	-	311.00
30	Mica Work	-	311.00	-	311.00
31	Public Motor Transport	-	311.00	-	311.00
32	Private Transport Industry	-	311.00	-	311.00
33	Forest Industry	-	311.00	-	311.00
34	Auto body Fabrication	-	311.00	-	311.00
35	Saw Mill and Joinery Product	-	311.00	-	311.00
36	Electricals and Electric Goods	-	311.00	-	311.00
37	Hair Cutting Saloons	-	311.00	-	311.00
38	Walnut Processing Unit	-	311.00	-	311.00
39	Private Educational Institutions	-	311.00	-	311.00
40	Private Coaching Centres	-	311.00	-	311.00
41	Sweeping and Cleaning	-	311.00	-	311.00
42	Brick Kiln Industry	-	311.00	-	311.00
43	Cement Industry	-	311.00	-	311.00
44	Plastic Industry	-	311.00	-	311.00
45	Hotel/Restaurant/Tea Stall & Cinemas	-	311.00	-	311.00
46	Agriculture	-	311.00	-	311.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
12.JHARKHAND					
1	Agriculture	-	274.81	77.57	352.38
2	Aluminium Industry	-	274.81	77.57	352.38
3	Asbestos Cement Factory	-	274.81	77.57	352.38
4	Automobile Engineering Workshops	-	274.81	77.57	352.38
5	Bakeries and confectioneries	-	274.81	77.57	352.38
6	Book Binding Industry	-	274.81	77.57	352.38
7	Biscuit Industry	-	274.81	77.57	352.38
8	Cement Prestressed Products	-	274.81	77.57	352.38
9	Chemical and Pharmaceutical Industry	-	274.81	77.57	352.38
10	Coal Briquette Industry	-	274.81	77.57	352.38
11	Cement Hume Pipe, Electric Pole and Railway Sleeper Manufacture Industry	-	274.81	77.57	352.38
12	Cinema Industry	-	274.81	77.57	352.38
13	Cold Storages	-	274.81	77.57	352.38
14	Construction of Dams or for Irrigation Purpose	-	274.81	77.57	352.38
15	Computer Coaching Institutes	-	274.81	77.57	352.38
16	Construction or Maintenance of Roads or Building Construction	-	274.81	77.57	352.38
17	Cooperative Sectors	-	274.81	77.57	352.38
18	Dairy and Poultry Farms	-	274.81	77.57	352.38
19	Distilleries	-	274.81	77.57	352.38
20	Dafti, Card Board, Mill Board, Corrugated Board, Gatta Board Manufactory	-	274.81	77.57	352.38
21	Employment of Bus and Truck Driver/Conductor and Cleaners	-	274.81	77.57	352.38
22	Electric and other type of Bulb and Florence Tube Manufacture Industry	-	274.81	77.57	352.38
23	Motor Garages and Workshops	-	274.81	77.57	352.38
24	Motor Body Building	-	274.81	77.57	352.38
25	Sweeping and Cleaning	-	274.81	77.57	352.38
26	Electronic Industry	-	274.81	77.57	352.38
27	Mess, Canteens and Clubs	-	274.81	77.57	352.38
28	Laying of under ground cables, electric lines, water supply lines and sewerage pipe line	-	274.81	77.57	352.38
29	Chartered/Cost Accountants, Auditors, Tax consultancy and Architects	-	274.81	77.57	352.38
30	Electricity Generator and supply	-	274.81	77.57	352.38
31	Employment of Mobile Tower etc.	-	274.81	77.57	352.38
32	Decoration of Pandal, etc.	-	274.81	77.57	352.38
33	Fire Bricks and Ceramics Industry (Tiles) and Refractories	-	274.81	77.57	352.38
34	Fisheries	-	274.81	77.57	352.38
35	Foundry Industry	-	274.81	77.57	352.38
36	Glass Sheet Manufacturing	-	274.81	77.57	352.38
37	Grinding and Crushing of Mineral Ore	-	274.81	77.57	352.38
38	Gun Factory	-	274.81	77.57	352.38
39	Handloom Industry	-	274.81	77.57	352.38
40	Hard Coke Kilns	-	274.81	77.57	352.38
41	Hosiery Manufacturing	-	274.81	77.57	352.38
42	Hotel, Eating Houses and Restaurants	-	274.81	77.57	352.38
43	Ice Cream and Cold Drinks	-	274.81	77.57	352.38
44	Khadi and Village Industry	-	274.81	77.57	352.38
45	Khandsari Industry	-	274.81	77.57	352.38
46	Laundry and Washing	-	274.81	77.57	352.38
47	Manufacuring of Leather Goods	-	274.81	77.57	352.38
48	Manufacturing of Gold and Silver Ornaments	-	274.81	77.57	352.38

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
49	Minor Engineering Industry	-	274.81	77.57	352.38
50	Mineral Grinding Industry	-	274.81	77.57	352.38
51	Mica Works(Factories and Establishment Excluding Mines)	-	274.81	77.57	352.38
52	Rice, Flour or Dal Mills, Oil Mills	-	274.81	77.57	352.38
53	Paper Industry	-	274.81	77.57	352.38
54	Petrol and Diesel Pumps	-	274.81	77.57	352.38
55	Private Technical Institution, Coaching Institute and Private Schools (Non-teaching)	-	274.81	77.57	352.38
56	Potteries Industry	-	274.81	77.57	352.38
57	Plywood Industry	-	274.81	77.57	352.38
58	Private Security Agency	-	274.81	77.57	352.38
59	Printing Press	-	274.81	77.57	352.38
60	Private Ferries and L.T.C.	-	274.81	77.57	352.38
61	Private Hospitals, Nursing Homes and Clinics	-	274.81	77.57	352.38
62	Public Motor Transport	-	274.81	77.57	352.38
63	Plastic Industry	-	274.81	77.57	352.38
64	Religious and Social Institutions	-	274.81	77.57	352.38
65	Glass Industry (excluding Glass Sheet)	-	274.81	77.57	352.38
66	Rubber and Rubber Compound Industry (in which manufacture of Tyres and Tubes is also	-	274.81	77.57	352.38
67	Shops and Commercial Establishments	-	274.81	77.57	352.38
68	Shops selling Cooked Food Stuff	-	274.81	77.57	352.38
69	Sponge Iron, Rod Manufacturing and Manufacturing of angle from Iron and Ingots	-	274.81	77.57	352.38
70	Sindur and Rang Manufacturing	-	274.81	77.57	352.38
71	Soap Making Industry	-	274.81	77.57	352.38
72	Tailoring Industry	-	274.81	77.57	352.38
73	Tanneries and Leather Manufactory	-	274.81	77.57	352.38
74	University, Education Research or Cultural Institutions	-	274.81	77.57	352.38
75	Wood Works and Furniture	-	274.81	77.57	352.38
76	Woollen Carpet Making or Shawl Weaving Establishments	-	274.81	77.57	352.38
77	Employment of Sales Promotion (Regulation and Abolition Act, 1976	-	274.81	77.57	352.38

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
13.KARNATAKA*					
1	Aerated Water Manufacturing	-	456.64	59.31	515.95
2	Agarbatti Industry	-	282.69	144.05	426.74
3	Agriculture	-	401.26	82.85	484.11
4	Arecanut (Supari)	-	385.00	109.11	494.11
5	Automobile Industry	-	410.97	59.31	470.28
6	Bakery Industry	-	385.00	109.11	494.11
7	Bidi Manufacturing	-	400.00	94.98	494.98
8	Tobacco Processing Industries	-	385.00	109.11	494.11
9	Biscuit Industry	-	385.00	109.11	494.11
10	Brass and Copper Industry	-	385.00	109.11	494.11
11	Brick Industry	-	385.00	109.11	494.11
12	Cardamom Malaise & Cardamom Gardens	-	385.00	109.11	494.11
13	Carpentry including wood work	-	385.00	109.11	494.11
14	Cashew Industry	-	370.00	94.98	464.98
15	Ceramics stone ware & Potteries Industry	-	410.97	59.31	470.28
16	Chemical Industry	-	385.00	109.11	494.11
17	Plantations labour Chincona, Rubber (Offices Staff)	-	305.00	94.98	399.98
18	Clubs	-	456.65	59.31	515.96
19	Coffee curing works	-	399.00	94.98	493.98
20	Confectionary Industry	-	385.00	109.11	494.11
21	Construction or Maintenance of Roads or Building Operations	-	427.45	42.83	470.28
22	Cotton Ginning & Pressing Manufacturing	-	367.88	109.11	476.99
23	Domestic Workers	-	430.39	59.31	489.70
24	Electronics Industry	-	456.64	59.31	515.95
25	Electronics and Electroplating	-	456.64	59.31	515.95
26	Employment not covered scheduled employment	-	385.00	109.11	494.11
27	Engineering Industry	-	385.00	109.11	494.11
28	Film Industry	-	427.28	42.83	470.11
29	Fishing, Fish Curing, Fish Peeling and Frog legs exporting	-	484.14	59.31	543.45
30	Food Processing, Packing of food Products (including Coffee, Tea and Spices)	-	456.64	59.31	515.95
31	Foundry (with or without Machine Shaft)	-	410.97	59.31	470.28
32	Glass & Glass Ware Industry	-	427.45	42.83	470.28
33	Granite Stones and Marbles Industry	-	385.00	109.11	494.11
34	Handloom and Powerloom (Cotton) Industry	-	357.69	94.98	452.67
35	Hospitals and Nursing Homes	-	427.45	42.83	470.28
36	Hostels	-	410.97	59.31	470.28
37	Hotel Industry	-	427.28	42.83	470.11
38	Ice factory & Cold Storage Industry	-	456.64	59.31	515.95
39	Khandsari and Sugar Industry	-	385.00	109.11	494.11
40	Laundry Industry	-	427.28	42.83	470.11
41	Manufacturing of Ayurvedic and Allopathic Medicines	-	427.28	42.83	470.11
42	Manufacturing of Liquor (Breweries, Distilleries including Bottling of Liquor)	-	410.97	59.31	470.28
43	Match Box Industry	-	155.20	205.57	360.77
44	Mandakki Bhatti (Making of Puffed Rice)	-	385.00	109.11	494.11
45	Metal Rolling (Non-Ferrous)	-	385.00	109.11	494.11
46	Metal Rolling and Re-Rolling (Ferrous)	-	385.00	109.11	494.11
47	Mini Cement Industry	-	456.64	59.31	515.95

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
48	Mosaic Tiles, Flooring Tiles or Glazing Tiles Industry	-	385.00	109.11	494.11
49	Oil Mills	-	410.97	59.31	470.28
50	Pulp, Paper and Straw Board	-	385.00	109.11	494.11
51	Plantations Coffee and Tea (Non-Staff)	-	314.00	94.98	408.98
52	Petrol & Diesel Oil Pumps	-	385.00	109.11	494.11
53	Plastic,Poly Plastic	-	427.45	42.83	470.28
54	Plywood Industry	-	385.00	109.11	494.11
55	Printing Press	-	410.97	59.31	470.28
56	Private Finance Corporation and Chit Funds	-	427.45	42.83	470.28
57	Private Safai Karamchari	-	632.21	59.31	691.52
58	Procurement, processing and distribution of Milk	-	456.64	59.31	515.95
59	Public Motor Transport	-	350.00	124.43	474.43
60	Rice,Flour or Dal Mills	-	385.00	109.11	494.11
61	Rubber Products	-	385.00	109.11	494.11
62	Sales Representatives in Medicines	-	427.28	42.83	470.11
63	Security Agency	-	493.31	59.31	552.62
64	Sericulture Part-I	-	385.00	109.11	494.11
65	Sericulture Part-II	-	385.00	109.11	494.11
66	Shops & Commercial Establishments	-	385.00	109.11	494.11
67	Spinning Mill	-	335.21	109.11	444.32
68	Spun Pipes, Concrete Pipes, Sanitary Fittings, PCC,RCS Poles & RCC Pipes Manufacturing Industry	-	427.28	42.83	470.11
69	Steel Almirahs, other Steel furniture Industries	-	427.28	42.83	470.11
70	Stone Breaking & Stone Crushing	-	385.00	109.11	494.11
71	Tailoring Industry	-	371.70	42.83	414.53
72	Tanneries and Leather Industry	-	178.60	189.88	368.48
73	Textile (Silk) Industry	-	402.52	109.11	511.63
74	Tile Industry	-	385.00	109.11	494.11
75	Forestry & Timbering Industry	-	471.95	82.85	554.80
76	Wood Work including Timber Depot	-	427.30	42.83	470.13
77	Toddy Tapping	-	385.00	109.11	494.11
78	Vaneer Industry	-	410.97	59.31	470.28
79	Urban and Local Bodies	-	495.13	59.31	554.44
80	Cooperative Societies	-	385.00	109.11	494.11
81	Crystal Cuttings Polishing	-	385.00	109.11	494.11
82	Cloth Dyings Polishing	-	347.04	109.11	456.15
Note:- *Due to non receipt of Annual Return, Information downloaded from Karnataka Labour Dept.'s Website					

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
14.KERALA					
1	Agricultural Operations	-	410.00	172.00	582.00
2	Ayurvedic and Allopathic Medicine	-	312.69	172.00	484.69
3	Aluminium and Tin Products	-	502.31	122.00	624.31
4	Beedi and Cigars	-	290.00	172.00	462.00
5	Block Rubber Factories	-	490.00	122.00	612.00
6	Bricks Manufactures	-	610.00	80.50	690.50
7	Cane and Bamboo Industry	-	380.00	204.00	584.00
8	Chartered Accounted Offices	-	171.15	262.80	433.95
9	Construction and maintenance of Dam	-	660.00	122.00	782.00
10	Coir Manufacturing	-	Piece rated		
11	Cinema Theatres	-	553.85	142.00	695.85
12	Cashew Industry	-	291.75	76.44	368.19
13	Computer Software	-	635.38	122.00	757.38
14	Diamond Cutting and Polishing	-	479.23	122.00	601.23
15	Domestic Workers	-	195.00	370.15	565.15
16	Drying of Coconut for making copra	-	142.00	267.32	409.32
17	Electric Equipments, Home Appliances and Operation of Software System	-	604.62	80.77	685.38
18	Electronic Industry	-	172.31	262.80	435.11
19	Fish Peeling and Canning	-	365.00	132.85	497.85
20	Food Processing	-	486.54	122.00	608.54
21	Forests	-	659.00	142.00	801.00
22	Furniture Industry	-	600.00	122.00	722.00
23	Garment Making	-	404.23	122.00	526.23
24	Gold and Silver Ornaments	-	380.00	172.00	552.00
25	Handicrafts	-	580.00	122.00	702.00
26	Hosiery Manufacturing	-	145.00	262.80	407.80
27	a) Handloom Industries	-	396.00	142.00	538.00
	b) Monthly Paid employees	-	417.31	142.00	559.31
28	Hill Produce Industry	-	400.00	172.00	572.00
29	Hostels	-	716.92	3.10	720.02
30	Handling and care of Elephants	-	846.15	23.08	869.23
31	Ice Factories	-	386.15	172.00	558.15
32	Liquor trading and vending	-	556.92	122.00	678.92
33	L.P.G. (Cooking Gas)	-	451.15	122.00	573.15
34	Light Motor Vehicle	-	430.00	158.20	588.20
35	Minor Engineering	-	510.00	122.00	632.00
36	Minor Port	-	637.00	213.00	850.00
37	Match Industry	-	420.00	122.00	542.00
38	Oil Palm	-	447.00	156.00	603.00
39	Oil Mill	-	370.00	172.00	542.00
40	Private Educational Institutions (Non-teaching)	-	460.38	122.00	582.38
41	Marble and Granite	-	600.00	122.00	722.00
42	Mechanised Fish Catching	-	Piece rated		
43	Printing Press	-	355.00	197.80	552.80
44	Power loom Industry	-	515.00	80.50	595.50

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
45	Private Ayurvedha, Pharmacies	-	562.31	80.77	643.08
46	Petrol Pumps	-	511.54	122.00	633.54
47	Plantations: i) Tea	-	308.21	129.20	437.41
	ii) Coffee	-	308.21	129.20	437.41
	iii) Rubber	-	388.21	129.20	517.41
	iv) Cardamom	-	308.21	129.20	437.41
48	Plastic Industry	-	459.62	122.00	581.62
49	Private Financial Institutions	-	442.31	215.00	657.31
50	Private Hospitals	-	680.00	103.53	783.53
51	Private Temples	-	468.85	122.00	590.85
52	Rice, Flour and Dal Mills	-	495.00	122.00	617.00
53	Rubber Crepe Mills	-	300.00	172.00	472.00
54	Rubber Products	-	500.00	122.00	622.00
55	Shops and Establishments	-	305.00	182.00	487.00
56	Star Hotels	-	537.31	121.92	659.23
57	Toddy tapping	-	448.85	138.50	587.35
58	Tile Industry	-	640.00	80.50	720.50
59	a)Timber Industry	-	630.00	80.50	710.50
	b) Plywood	-	630.00	80.50	710.50
60	Manufacture and Sale of Umbrellas	-	484.23	122.00	606.23
61	River sand collection and its loading and unloading	-	Piece rated		
62	Sale Promotion of Pharmaceutical Product	-	554.23	172.00	726.23
63	Screen Printing	-	166.42	299.30	465.72
64	Khadi Industries	-	357.60	142.00	499.60
65	Soap Manufacturing	-	614.23	72.00	686.23
66	Stone Breaking, Crushing, Constructing Building	-	730.00	122.00	852.00
67	Sweeping and Cleaning	-	425.00	122.00	547.00
68	Security Services	-	391.15	172.00	563.15
69	Tanneries and Leather Manufacturing	-	545.00	80.50	625.50
70	Production of Telefilm and Motion Picture	-	320.00	244.80	564.80
71	Timber Cutting	-	690.00	80.50	770.50
72	Tree Climbing	-	275.00	231.00	506.00
73	Water Boat Transport	-	720.00	80.50	800.50
74	Employment in Breweries	-	600.00	87.00	687.00
75	Miday Meal Programme in Schools	-	350.00	163	513.00
76	Footwear Manufacturing	-	425.00	172.00	597.00
77	Photography and Videography Sector	-	355.77	172.00	527.77
78	Cable Television	-	818.27	122.00	940.27
79	Medical Shops	-	357.69	172.00	529.69
80	Paper Industry	-	403.85	172.00	575.85
81	Media Sector	-	865.38	72.00	937.38
82	Telefilm Industry	-	725.00	80.50	805.50
83	Steel Casting Sector	-	653.85	80.77	734.62

Note: Out of 93 Scheduled Employments reported in Kerala, wages have been reported for 83 scheduled employments only

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
15.MADHYA PRADESH					
1	Agarbati	-	250.00	127.88	377.88
2	Agriculture	-	250.00	127.88	377.88
3	Blanket Manufacturing	-	250.00	127.88	377.88
4	Bone Mills	-	250.00	127.88	377.88
5	Brick Kiln	-	250.00	127.88	377.88
6	Catechu Industy / Katha Industry	-	250.00	127.88	377.88
7	Cement Poles or Cement Products	-	250.00	127.88	377.88
8	Chemicals and Pharmaceuticals	-	250.00	127.88	377.88
9	Construction , Maintenance or Irrigation Work	-	250.00	127.88	377.88
10	Construction or Maintenance of Roads or Building Operations	-	250.00	127.88	377.88
11	Cotton Ginning and Pressing Factory	-	250.00	127.88	377.88
12	Engineering Industry	-	250.00	127.88	377.88
13	Food Products (including Cakes, Biscuits, Confectionary, Ice-Creams, Ice Candy) Beverages	-	250.00	127.88	377.88
14	Forestry and Forest Produce	-	250.00	127.88	377.88
15	Fuel Coke	-	250.00	127.88	377.88
16	Handloom Industry	-	250.00	127.88	377.88
17	Khandsari Industry	-	250.00	127.88	377.88
18	Kosa Industry	-	250.00	127.88	377.88
19	Lime Stone Kiln	-	250.00	127.88	377.88
20	Local Authority	-	250.00	127.88	377.88
21	Manufacture of Ramraj Geru	-	250.00	127.88	377.88
22	Manufacture of Tiles Including Mangalore Tiles (Excluding Cement Tiles)	-	250.00	127.88	377.88
23	Manufacturing Processes as defined under Section 2k of the Factories Act., 1948 has been carried out and which is not covered under any other entry in the Schedule	-	250.00	127.88	377.88
24	Murrah Poha Industry	-	250.00	127.88	377.88
25	Oil Mills	-	250.00	127.88	377.88
26	Plastic Industry	-	250.00	127.88	377.88
27	Potteries including Manufacture of Refractory goods, Fire Bricks and Sanitary ware etc.Insulated Tiles (Except Cement Tiles), Stone Ware Pipes, Furnance, Lining Bricks & other Ceremic Products	-	250.00	127.88	377.88
28	Powerlooms	-	250.00	127.88	377.88
29	Printing Press	-	250.00	127.88	377.88
30	Public Motor Transport	-	250.00	127.88	377.88
31	Rice Mills, Flour Mills, Dal Mills	-	250.00	127.88	377.88
32	Saw Mills	-	250.00	127.88	377.88
33	Shops and Commercial Establishments , Hotels, Restaurants & Cinema	-	250.00	127.88	377.88
34	Slate Pencil Manufactory	-	250.00	127.88	377.88
35	Stone Breaking and Stone Crushing	-	250.00	127.88	377.88
36	Private Hospital/Pathology, etc.	-	250.00	127.88	377.88
37	Private Educational Institutions	-	250.00	127.88	377.88
38	Tobacco (Including Beedi Making) Manufactory Workers	-	250.00	127.88	377.88
39	Readymade Clothes	-	250.00	127.88	377.88
40	Mines (Exemplified for See-3 of Mines Act)	-	250.00	127.88	377.88
41	Automobile Workshop	-	250.00	127.88	377.88
42	Bakery	-	250.00	127.88	377.88
43	Cold Storage	-	250.00	127.88	377.88
44	Cinema Theatre	-	250.00	127.88	377.88
45	Club	-	250.00	127.88	377.88

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
46	Distillery	-	250.00	127.88	377.88
47	Advocate/Attorney Office	-	250.00	127.88	377.88
48	Hair Cutting Saloon/Beauty Parlour	-	250.00	127.88	377.88
49	Fertilizer/Pesticides Manufacturing	-	250.00	127.88	377.88
50	Drilling	-	250.00	127.88	377.88
51	Electronics	-	250.00	127.88	377.88
52	Petrol Pump	-	250.00	127.88	377.88
53	Excavation	-	250.00	127.88	377.88
54	Jewellery Making	-	250.00	127.88	377.88
55	Auto Rickshaw/ Taxi	-	250.00	127.88	377.88
56	Marketing Society/ Cooperative Society/ Bank	-	250.00	127.88	377.88
57	Hosiery	-	250.00	127.88	377.88
58	Soap Making	-	250.00	127.88	377.88
59	Dairy	-	250.00	127.88	377.88
60	Toy marking	-	250.00	127.88	377.88
61	Security & Detective Service	-	250.00	127.88	377.88
62	Courier	-	250.00	127.88	377.88
63	Data Processing	-	250.00	127.88	377.88
64	Food Processing	-	250.00	127.88	377.88
65	Shops and Commercial Establishments	-	250.00	127.88	377.88
66	Hotels and Restaurants	-	250.00	127.88	377.88
67	Sales promotion of medicines	-	250.00	127.88	377.88
68	Sweeping/Cleaning workers	-	250.00	127.88	377.88
69	Archaeological workers	-	250.00	127.88	377.88
70	Employment in Information Broadcasting	-	250.00	127.88	377.88
71	Contract workers in Govet. Departments	-	250.00	127.88	377.88

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
16.MAHARASHTRA					
1	Agriculture	Zone I	180.00	130.08	310.08
		Zone II	170.00	130.08	300.08
		Zone III	155.00	130.08	285.08
2	Advocates or Attorneys	Zone I	542.12	60.92	603.04
		Zone II	509.81	60.92	570.73
3	Factories under Factories Act (Residuary)	Zone I	398.08	84.62	482.69
		Zone II	373.27	84.62	457.88
		Zone III	346.15	84.62	430.77
4	Automobile Repairing Workshop Garages	Zone I	184.62	291.42	476.04
		Zone II	173.08	291.42	464.50
		Zone III	161.54	291.42	452.96
5	Bakeries	Zone I	317.31	177.00	494.31
		Zone II	303.85	177.00	480.85
		Zone III	288.46	177.00	465.46
6	Bricks & Roof Tiles Manufacturing	Zone I	288.46	192.00	480.46
		Zone II	278.85	192.00	470.85
7	Canteen & Club	Zone I	250.00	254.15	504.15
		Zone II	238.46	254.15	492.62
		Zone III	230.77	254.15	484.92
8	Card board & Paper Boxes	Zone I	159.62	253.77	413.38
		Zone II	150.00	253.77	403.77
		Zone III	140.38	253.77	394.15
9	Cashew Processing	Zone I	250.00	177.23	427.23
		Zone II	250.00	177.23	427.23
		Zone III	250.00	177.23	427.23
10	Cement and Cement based Industry	Zone I	135.00	246.96	381.96
		Zone II	123.46	246.96	370.42
		Zone III	111.92	246.96	358.88
11	Chemical & Fertilizer	Zone I	176.92	282.00	458.92
		Zone II	169.23	282.00	451.23
		Zone III	161.54	282.00	443.54
12	Cinema Exhibition	Zone I	173.08	256.73	429.81
		Zone II	153.85	256.73	410.58
		Zone III	134.62	256.73	391.35
13	Cloth Dyeing & Printing	Zone I	157.69	284.31	442.00
		Zone II	146.15	284.31	430.46
14	Cosmetics & Soaps	Zone I	250.00	254.15	504.15
		Zone II	238.46	254.15	492.62
		Zone III	226.92	254.15	481.08
15	Cotton Ginning & Pressing	Zone I	161.54	273.19	434.73
		Zone II	153.85	273.19	427.04
		Zone III	146.15	273.19	419.35
16	Cycle repairing Shop	Zone I	173.08	269.15	442.23
		Zone II	153.85	269.15	423.00
17	Dairy Industry	Zone I	173.08	286.23	459.31
		Zone II	163.46	286.23	449.69
		Zone III	153.85	286.23	440.08
18	Dispensary	Zone I	326.92	264.77	591.69
		Zone II	307.69	264.77	572.46
		Zone III	288.46	264.77	553.23
19	Drugs & Pharmaceutical	Zone I	545.00	40.54	585.54
		Zone II	521.73	40.54	562.27
		Zone III	505.96	40.54	546.50
20	Dyes and Chemical	Zone I	276.92	191.08	468.00
		Zone II	250.00	191.08	441.08
		Zone III	211.54	191.08	402.62
21	Eatable Tobacco	Zone I	115.38	243.69	359.08
		Zone II	115.38	243.69	359.08
		Zone III	115.38	243.69	359.08
22	Engineering Industry	Zone I	538.85	40.54	579.38
		Zone II	523.27	40.54	563.81
		Zone III	492.12	40.54	532.65
23	Exercise Books	Zone I	215.38	199.69	415.08
		Zone II	200.00	199.69	399.69
		Zone III	184.62	199.69	384.31
24	Film Production & Studios	Zone I	180.77	308.50	489.27
		Zone II	173.08	308.50	481.58
25	Forest & Forestry	Zone I	200.00	267.19	467.19
		Zone II	180.77	267.19	447.96
26	Fountain Pens & Ball Pens	Zone I	184.62	308.50	493.12

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		Zone II	176.92	308.50	485.42
27	Glass Bulb	Zone I	253.85	254.15	508.00
		Zone II	246.15	254.15	500.31
		Zone III	230.77	254.15	484.92
28	Glass Industry	Zone I	250.00	254.15	504.15
		Zone II	238.46	254.15	492.62
		Zone III	230.77	254.15	484.92
29	Hair Cutting Saloon	Zone I	250.00	254.15	504.15
		Zone II	238.46	254.15	492.62
		Zone III	219.23	254.15	473.38
30	Handlooms Industry	Zone I	230.77	169.85	400.62
		Zone II	269.23	169.85	439.08
		Zone III	288.46	169.85	458.31
31	Hospital	Zone I	203.85	284.19	488.04
		Zone II	196.15	284.19	480.35
		Zone III	188.46	284.19	472.65
32	Hotel & Restaurant	Zone I	250.00	254.15	504.15
		Zone II	238.46	254.15	492.62
		Zone III	230.77	254.15	484.92
33	Ice & Cold drinks Manufactory	Zone I	192.31	254.62	446.92
		Zone II	180.77	254.62	435.38
34	Laundry	Zone I	250.00	254.15	504.15
		Zone II	238.46	254.15	492.62
		Zone III	230.77	254.15	484.92
35	Liquor Manufactory	Zone I	362.69	193.81	556.50
		Zone II	335.00	193.81	528.81
		Zone III	307.31	193.81	501.12
36	Local Authority (Excluding Villg. Panchayat)	Zone I	442.31	301.54	743.85
		Zone II	384.62	301.54	686.15
		Zone III	326.92	301.54	628.46
37	Oil Mill	Zone I	326.92	190.62	517.54
		Zone II	305.77	190.62	496.38
38	Onion Sorting & Cleaning	Zone I	210.00	132.00	342.00
		Zone II	210.00	132.00	342.00
		Zone III	210.00	132.00	342.00
39	Optical Frames	Zone I	176.92	276.85	453.77
		Zone II	169.23	276.85	446.08
		Zone III	161.54	276.85	438.38
40	Paints & Varnish	Zone I	269.23	254.15	523.38
		Zone II	253.85	254.15	508.00
		Zone III	238.46	254.15	492.62
41	Paper & Paper Board	Zone I	196.15	279.31	475.46
		Zone II	188.46	279.31	467.77
		Zone III	180.77	279.31	460.08
42	Plastic	Zone I	165.38	269.15	434.54
		Zone II	159.62	269.15	428.77
		Zone III	153.85	269.15	423.00
43	Poha Curmure Churmure Industry	Zone I	146.15	284.31	430.46
		Zone II	138.46	284.31	422.77
44	Potteries	Zone I	269.23	169.85	439.08
		Zone II	250.00	169.85	419.85
		Zone III	230.77	169.85	400.62
45	Powerlooms	Zone I	346.15	225.31	571.46
		Zone II	326.92	225.31	552.23
		Zone III	288.46	225.31	513.77
46	Printing Press	Zone I	169.23	246.96	416.19
		Zone II	157.69	246.96	404.65
		Zone III	134.62	246.96	381.58
47	Public Motor Transport	Zone I	161.54	284.31	445.85
		Zone II	153.85	284.31	438.15
48	Readymade Garments	Zone I	284.62	263.23	547.85
		Zone II	276.92	263.23	540.15
		Zone III	253.85	263.23	517.08
49	Rice, Flour & Dal Mill	Zone I	146.15	284.31	430.46
		Zone II	138.46	284.31	422.77
50	Road Construction, Building Operation & Maintenance	Zone I	740.96	34.69	775.65
		Zone II	707.69	34.69	742.38
		Zone III	674.23	34.69	708.92
51	Rubber Industry	Zone I	250.00	254.15	504.15

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		Zone II	238.46	254.15	492.62
		Zone III	230.77	254.15	484.92
52	Rubber Balloon Manufacturing	Zone I	146.15	284.31	430.46
		Zone II	142.31	284.31	426.62
		Zone III	138.46	284.31	422.77
53	Salt Pan	Zone II	153.85	269.15	423.00
		Zone II	153.85	269.15	423.00
		Zone III	153.85	269.15	423.00
54	Saw Mill	Zone I	300.00	161.85	461.85
		Zone II	288.46	161.85	450.31
		Zone III	275.00	161.85	436.85
55	Seepz(Electronics)	Zone I	203.85	231.69	435.54
		Zone II	203.85	231.69	435.54
		Zone III	203.85	231.69	435.54
56	Shops & Commercial Establishment	Zone I	385.42	103.00	488.42
		Zone II	362.50	103.00	465.50
		Zone III	339.54	103.00	442.54
57	Silver Articals or Ornaments	Zone I	173.08	282.00	455.08
		Zone II	165.38	282.00	447.38
58	Stable/ Premises for Buffaloes or Cows	Zone I	307.69	184.62	492.31
		Zone II	280.77	184.62	465.38
		Zone III	257.69	184.62	442.31
59	Steel Furniture	Zone I	261.54	254.15	515.69
		Zone II	246.15	254.15	500.31
		Zone III	230.77	254.15	484.92
60	Stone Breaking & Crushing	Zone I	307.69	165.00	472.69
		Zone II	292.31	165.00	457.31
61	Sweeper and Scavengers	Zone I	384.62	215.77	600.38
		Zone II	375.00	215.77	590.77
		Zone III	363.46	215.77	579.23
62	Tanneries & Leather	Zone I	307.69	199.38	507.08
		Zone II	288.46	199.38	487.85
		Zone III	269.23	199.38	468.62
63	Utensils	Zone I	307.69	290.46	598.15
		Zone II	300.00	290.46	590.46
		Zone III	280.77	290.46	571.23
64	Watch Straps	Zone I	184.62	284.31	468.92
		Zone II	173.08	284.31	457.38
		Zone III	161.54	284.31	445.85
65	Wooden Furniture	Zone I	246.15	254.15	500.31
		Zone II	238.46	254.15	492.62
		Zone III	230.77	254.15	484.92
66	Wooden Photo Frame	Zone I	250.00	254.15	504.15
		Zone II	238.46	254.15	492.62
		Zone III	230.77	254.15	484.92
Zone I shall comprise of the areas falling within the local limits of all Municipal Corporations.					
Zone II shall comprise of the areas falling within the local limits of all A and B class Municipal Councils.					
Zone III shall comprise of all other areas in the State not included in Zone I and Zone II.					

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
17.MEGHALAYA					
1	Agriculture	-	300.00	102.00	402.00
2	Animal Husbandry and Veterinary	-	300.00	102.00	402.00
3	Bakery	-	300.00	102.00	402.00
4	Candle and Wax industry	-	300.00	102.00	402.00
5	Construction and maintenance of Buildings including public Health Engineering etc.	-	300.00	102.00	402.00
6	Construction,Generation and Distribution of Power, Water Supply, Land Development, Excavation and Reclamation	-	300.00	102.00	402.00
7	Engineering Industry (Motor Workshop etc.)	-	300.00	102.00	402.00
8	Employment in Registered Factories not elsewhere classified	-	300.00	102.00	402.00
9	Employment under Government Authority (casual contingency employees)	-	300.00	102.00	402.00
10	Forestry	-	300.00	102.00	402.00
11	Fruit Preservation	-	300.00	102.00	402.00
12	Furniture Industry	-	300.00	102.00	402.00
13	Hotels and Restaurants	-	300.00	102.00	402.00
14	Local Authority	-	300.00	102.00	402.00
15	Mines and Minerals	-	300.00	102.00	402.00
16	Plywood Industry	-	300.00	102.00	402.00
17	Printing Press	-	300.00	102.00	402.00
18	Public Motor Transport	-	300.00	102.00	402.00
19	Sales, Distribution and Handling of Petroleum Products	-	300.00	102.00	402.00
20	Saw Mills Industry	-	300.00	102.00	402.00
21	Safai Karamcharis	-	300.00	102.00	402.00
22	Sericulture and Weaving	-	300.00	102.00	402.00
23	Security Guards	-	300.00	102.00	402.00
24	Shops and Establishments	-	300.00	102.00	402.00
25	Soil Conservation (Workers engaged in plantation, reclamation etc.)	-	300.00	102.00	402.00
26	Steel Fabrication and Concrete Products (including Brick Making)	-	300.00	102.00	402.00
27	Stone Breaking and Stone Crushing Operations	-	300.00	102.00	402.00
28	Tailoring	-	300.00	102.00	402.00
29	Domestic Workers	-	300.00	102.00	402.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
18. MANIPUR					
1	Agriculture	-	225.00	-	225.00
2	Construction or Maintenance of Roads or Building Operations	-	225.00	-	225.00
3	Dam Construction and Irrigation works	-	225.00	-	225.00
4	Generation, Transmission, Distribution and Supply of Electricity or any other form of power	-	225.00	-	225.00
5	Maintenance of Silk Worm Plants in the Sericulture Farms	-	225.00	-	225.00
6	Manufacture of Dolls, Toys,Brass and Bell Metal	-	225.00	-	225.00
7	Metal and Alloy Industries	-	225.00	-	225.00
8	Plantation of Silk Worm Food Plants for Silk Worms (I.e. Mulberry, Oak, Tasar, Caster etc.)	-	225.00	-	225.00
9	Preparation of Soil, Land Development and other Agricultural Operations	-	225.00	-	225.00
10	Public Motor Transport	-	225.00	-	225.00
11	Shops and Establishments	-	225.00	-	225.00
12	Spinning, Dyeing, Finishing and Bleaching of Silk Pinafibre	-	225.00	-	225.00
13	Water Supply(Operation, Maintenance of water treatment and Distribution system), Sanitation and Drainage	-	225.00	-	225.00
14	Wood / Bamboo, Cane furniture and fixtures	-	225.00	-	225.00
15	Wool Spinning and Knitting in Handloom or Cotton Spinning in Mills or Handloom.	-	225.00	-	225.00
16	Rice Mill, Flour Mill or Dal Mill	-	225.00	-	225.00
17	Sweeping and Cleaning	-	225.00	-	225.00
18	Local Authority	-	225.00	-	225.00
19	Private Hospitals, Nursing Homes or Clinic	-	225.00	-	225.00
20	Private Educational Institutions	-	225.00	-	225.00
21	Brick Kilns	-	225.00	-	225.00
22	Oil Mill	-	225.00	-	225.00
23	Domestic Workers	-	225.00	-	225.00
24	Stone Crushing or Stone Breaking	-	225.00	-	225.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
19.MIZORAM					
1	Casual / Muster Roll Employees	-	420.00	-	420.00
2	Roads & Building Operations	-	420.00	-	420.00
3	Employment in registered factories not elsewhere certified.	-	420.00	-	420.00
4	Public Motor Transport	-	380.00	-	380.00
5	Shops & Establishments	-	Fixed by State Level Committee on Minimum Wages but yet to be notified.		
6	Domestic Workers	-	Wages yet to be fixed		

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
20. NAGALAND					
1	All establishments covered under Factories Act, 1948	-	176.00	-	176.00
2	All establishments covered under Shops & Establishments Act, 1986	-	176.00	-	176.00
3	Plantation activities	-	176.00	-	176.00
4	Transportation & Storage	-	176.00	-	176.00
5	Mining & Quarrying	-	176.00	-	176.00
6	Hospital, Nursing Home & Health Services	-	176.00	-	176.00
7	Accomodation & Food Service Activities	-	176.00	-	176.00
8	Information & Communication	-	176.00	-	176.00
9	Veterinary & Animal Husbandry	-	176.00	-	176.00
10	Agriculture	-	176.00	-	176.00
11	Horticulture	-	176.00	-	176.00
12	Sericulture	-	176.00	-	176.00
13	Forestry	-	176.00	-	176.00
14	Khadi and Village Industries	-	176.00	-	176.00
15	Water Supply, Sewage & Extraction & Waste Management	-	176.00	-	176.00
16	Extraction & Management of Underground Water	-	176.00	-	176.00
17	Education & Educational Support Services	-	176.00	-	176.00
18	Government, Government Undertakings & Local Authority (Casual Contingency Employee)	-	176.00	-	176.00
19	Building & Other Construction works	-	176.00	-	176.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
21.ODISHA					
1	Agriculture	-	352.00	-	352.00
2	Agarabati and Candle making Worker's Establishments		352.00	-	352.00
3	Automobile Workshops	-	352.00	-	352.00
4	Ayurvedic and Unani Pharmacy	-	352.00	-	352.00
5	Bakeries and Confectionaries including biscuit making	-	352.00	-	352.00
6	Bamboo Forest Establishments	-	352.00	-	352.00
7	Brass and Bell Metal Industry	-	352.00	-	352.00
8	Carpet weaving Industry	-	352.00	-	352.00
9	Cashew Processing Establishments	-	352.00	-	352.00
10	Cement pipe making and allied products Industry	-	352.00	-	352.00
11	Ceramic and Pottery Industry	-	352.00	-	352.00
12	Chemical Industry	-	352.00	-	352.00
13	Cinema Industry	-	352.00	-	352.00
14	Clay Pottery	-	352.00	-	352.00
15	Coir Industry	-	352.00	-	352.00
16	Collection of Sal Seeds	-	352.00	-	352.00
17	Construction or Maintenance of Roads or Building Operations	-	352.00	-	352.00
18	Construction, Maintenance of Dams, Embankments, Irrigation projects, Sinking of wells and Tanks etc,	-	352.00	-	352.00
19	Contingent and Casual employees in Govt. and other Establishments.	-	352.00	-	352.00
20	Cotton ginning and processing Industry	-	352.00	-	352.00
21	Dispensary of a Medical Practitioner or any Chemical or Pathological Laboratory	-	352.00	-	352.00
22	Distilleries	-	352.00	-	352.00
23	Domestic Workers	-	Fixed Separately		
24	Electricity Board	-	352.00	-	352.00
25	Employment in laying of underground Cables, Electric lines, Water supply lines and under Cable Operators		352.00	-	352.00
26	Employment in Non Government Organisation and Voluntary Social Organisation		352.00	-	352.00
27	Finishing, Dyeing of yarn and fabrics, Printing, Knitting and embroidery	-	352.00	-	352.00
28	Fisheries and Sea food Industry	-	352.00	-	352.00
29	Forest Produce such as genduli, gum, mahua, making of coal and resin	-	352.00	-	352.00
30	Foundry Industry (with or without attached Machine Shop)	-	352.00	-	352.00
31	Glass Industry	-	352.00	-	352.00
32	Gold, Silver ornaments and articles of artistic designs	-	352.00	-	352.00
33	Graphite Industry (including beneficiation)	-	352.00	-	352.00
34	Handloom and Hosiery	-	352.00	-	352.00
35	Hotels, Eating houses and Restaurants	-	352.00	-	352.00
36	Ice Factories and Cold Storages	-	352.00	-	352.00
37	Jute and Jute twine Industry	-	352.00	-	352.00
38	Kendu leaf collection	-	352.00	-	352.00
39	Khadi and Village Industry (including manufacturing of Khandsari and other products)	-	352.00	-	352.00
40	Laundry including dry washing	-	352.00	-	352.00
41	Leather Industry	-	352.00	-	352.00
42	Liquified Petroleum Gas Manufacturing and Distribution	-	352.00	-	352.00
43	Local Authority	-	352.00	-	352.00
44	Manufacture of Coke and Burning Coal Industry	-	352.00	-	352.00
45	Manufacturing of Brush and Brooms	-	352.00	-	352.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
46	Manufacturing of Cold Drinks, Soda and other allied Products	-	352.00	-	352.00
47	Manufacturing of Electric Bulbs	-	352.00	-	352.00
48	Manufacturing of Matches, Fire works and Explosives	-	352.00	-	352.00
49	Manufacturing of Nails and Pins	-	352.00	-	352.00
50	Manufacturing of Paints and Varnishes	-	352.00	-	352.00
51	Manufacturing of Plastic Products including toys	-	352.00	-	352.00
52	Manufacturing of Radio by Assembling of parts	-	352.00	-	352.00
53	Manufacturing of Ropes	-	352.00	-	352.00
54	Manufacturing of Utensils including Aluminium & Hindalium products	-	352.00	-	352.00
55	Metal Industries (except cottage and village scale unit)	-	352.00	-	352.00
56	Minor Engineering Industries (Employment less than 50 persons)	-	352.00	-	352.00
57	Minor Port		352.00		352.00
58	Motor Body Building	-	352.00	-	352.00
59	Non-Teaching staff of all private Educational Institutions including Industrial Training Institute and Training Institute Coaching Centre	-	352.00	-	352.00
60	Oil Mills	-	352.00	-	352.00
61	Paper and Cardboard Industry	-	352.00	-	352.00
62	Petrol and Diesel Oil Pumps	-	352.00	-	352.00
63	Pharmaceutical Industry	-	352.00	-	352.00
64	Powerloom Industry	-	352.00	-	352.00
65	Printing Press	-	352.00	-	352.00
66	Private Motor Transport	-	352.00	-	352.00
67	Private Security Agencies Services	-	352.00	-	352.00
68	Public Health Engineering	-	352.00	-	352.00
69	Public Motor Transport	-	352.00	-	352.00
70	Readymade Garments Industry	-	352.00	-	352.00
71	Refractory Industry	-	352.00	-	352.00
72	Regulated market, Marketing societies, Co-operative societies and Banks	-	352.00	-	352.00
73	Rice, Flour or Dal Mills	-	352.00	-	352.00
74	Rubber and Rubber Products Industry	-	352.00	-	352.00
75	Salt Pan Industry	-	352.00	-	352.00
76	Saw Mills	-	352.00	-	352.00
77	Shops and Establishments	-	352.00	-	352.00
78	Siali Leave Pluckers	-	352.00	-	352.00
79	Soap and Detergent Manufacturing	-	352.00	-	352.00
80	Social Forestry	-	352.00	-	352.00
81	Spinning Mills	-	352.00	-	352.00
82	Stone Breaking and Crushing	-	352.00	-	352.00
83	Tamarind collection	-	352.00	-	352.00
84	Tiles and Brick making	-	352.00	-	352.00
85	Timber Trading (including felling & sawing)	-	352.00	-	352.00
86	Timber Trading (excluding felling and sawing)	-	352.00	-	352.00
87	Tobacco (including Bidi and Gudakhu making)	-	352.00	-	352.00
88	Trunks, Suitcases and Buckets manufacturing	-	352.00	-	352.00
89	Wood works and Furniture making Industries	-	352.00	-	352.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
22.PUNJAB					
1	Agricultural Implements,Machine tools and General Engineering including Cycle and Electrical goods Industry	-	412.95	-	412.95
2	Agriculture	-	412.95	-	412.95
3	Ahatas attached to Wine and Liquor Shops or Ahatas attached to Beverages Shops except Soft Drinks and Carbonated water	-	412.95	-	412.95
4	Automobile Repair Shops and Service Stations not attached with any Public Motor Transport Company	-	412.95	-	412.95
5	Ayurvedic and Unani Pharmacies	-	412.95	-	412.95
6	Bakeries including Biscuits Making Establishments	-	412.95	-	412.95
7	Brick Kiln Industry	-	412.95	-	412.95
8	Cement Pipe Making Industries	-	412.95	-	412.95
9	Chemical and Distillery Industry	-	412.95	-	412.95
10	Cinema Industry	-	412.95	-	412.95
11	Construction or maintenance of Roads or Building Operations	-	412.95	-	412.95
12	Contractors' Establishments of forest department	-	412.95	-	412.95
13	Cotton Ginning and Pressing Factories	-	412.95	-	412.95
14	Dealer in tent, crockery and household goods	-	412.95	-	412.95
15	Dealers dealing in Steel Trunks, Drums, Steel Safes, Vaults and Almirahs, Sanitary and Plumbing Fixture and fitting of Metals	-	412.95	-	412.95
16	Dealers in Books selling,Stationers and Book Binding	-	412.95	-	412.95
17	Dealers in Electricals and Electrical Goods including Television, Radio, Gramophone, Public Address Equipments and Watch, Clock and repair shops	-	412.95	-	412.95
18	Dealers in footwear and travel goods like suitcases, bags etc.,	-	412.95	-	412.95
19	Dealers in Medicines and Chemicals	-	412.95	-	412.95
20	Dealers in Photographic and Optical Goods	-	412.95	-	412.95
21	Electro-plating by using salt of chromium, nickle or any other compound and connected buffing and polishing Industry	-	412.95	-	412.95
22	Employment in Government offices or Boards or Corporations or Semi Government Undertakings and other Organisations or Establishments for which the rates were earlier fixed by the respective Deputy Commissioners but not by the Appropriate Government under the Minimum Wages Act, 1948.	-	412.95	-	412.95
23	Employment in Security Agencies	-	412.95	-	412.95
24	Employment in Sweeping and Cleaning, but excluding the activitiesprohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993.	-	412.95	-	412.95
25	Employment in house as a Domestic Worker	-	412.95	-	412.95
26	Employment in Toll Plaza Establishments	-	412.95	-	412.95
27	Employment in Malls and Shopping Complexes Establishments	-	412.95	-	412.95
28	Employment in Ornament Making, Polishing , Repairing and Selling Establishments	-	412.95	-	412.95
29	Employment in the Shops and Commercial Establishments situated outside the Municipal and Notified Area Committees limit.	-	412.95	-	412.95
30	Employment in Wine and Liquor Shops establishments	-	412.95	-	412.95
31	Employment in Zoo and Places where Caring of Wild animals is done.	-	412.95	-	412.95

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
32	Employment in Building and Other constructions Work Establishments as defined in clause (d) of sub-section (1) of section 2 of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.	-	412.95	-	412.95
33	Establishments defined under Section 2 (1) (viii) of the Punjab Shops and Commercial Establishments Act, 1958	-	412.95	-	412.95
34	Forestry and Logging	-	412.95	-	412.95
35	Foundaries with or without attached Machine Shops	-	412.95	-	412.95
36	Hair Dressing such as those done by Barbers, Hair Dressing Saloons and Beauty Shops	-	412.95	-	412.95
37	Hotels, Restaurants, Tea stalls and Halwais	-	412.95	-	412.95
38	Ice Factories and Cold Storages	-	412.95	-	412.95
39	Laundry Services and Cleaning and Dyeing Plant	-	412.95	-	412.95
40	Local Authority	-	412.95	-	412.95
41	Manufacture of Pulp, Paper and Paper Boards and Straw Boards including News Print	-	412.95	-	412.95
42	Manufacturing and refining of Sugar (Vacuum Pan Sugar Factories)	-	412.95	-	412.95
43	Manufacturing Process as defined under Sub Section 2 (k) of the Factories Act, 1948	-	412.95	-	412.95
44	Metal Rolling and Re-rolling Industry (Ferrous and Non-Ferrous), Brass, Copper and Aluminium Utensils making Industries	-	412.95	-	412.95
45	Milk Processing and Milk Products Manufacturing Establishments excluding Halwais Shops	-	412.95	-	412.95
46	Motor Body Builders	-	412.95	-	412.95
47	Oil Mills	-	412.95	-	412.95
48	Operation of Tubewell Industry	-	412.95	-	412.95
49	P.W.D.(Irrigation)	-	412.95	-	412.95
50	P.W.D.(Public Health)	-	412.95	-	412.95
51	Petroleum Supply Stations Establishments	-	412.95	-	412.95
52	Potteries, Ceramics and refractory Industry	-	412.95	-	412.95
53	Private Educational Institutions	-	412.95	-	412.95
54	Private Hospitals, Clinics, Dispensaries, Nursing Homes and Medical Shops	-	412.95	-	412.95
55	Private Press	-	412.95	-	412.95
56	Public Motor Transport Industry	-	412.95	-	412.95
57	Rice, Flour or Dal Mills	-	412.95	-	412.95
58	Rubber Industry	-	412.95	-	412.95
59	Saw Mills and Timber Trade	-	412.95	-	412.95
60	Scientific Industries	-	412.95	-	412.95
61	Shops and Commercial Establishments	-	412.95	-	412.95
62	Soap Making and Silicate Manufacturing Establishments	-	412.95	-	412.95
63	Sports goods Industry	-	412.95	-	412.95
64	Starch Manufacturing	-	412.95	-	412.95
65	Stone Breaking or Stone Crushing	-	412.95	-	412.95
66	Surgical and Clinical Instruments making Industries	-	412.95	-	412.95
67	Tailors and Ready-made Garments Manufacturers	-	412.95	-	412.95
68	Tanneries and Leather Manufactories	-	412.95	-	412.95
69	Textile Industry (including employment in Woollen Carpet making or Shawl Weaving establishments)	-	412.95	-	412.95
70	Utensil Shops	-	412.95	-	412.95
71	Vegetable Ghee Manufacturing and	-	412.95	-	412.95
72	Employment in Sectors not covered under other schedule employments	-	412.95	-	412.95
73	Employment in Food Agencies as paliedar	-	412.95	-	412.95
74	Employment in Poultry, Dairy Farm and sericulture	-	412.95	-	412.95
75	Employment in unorganised sector except self employed worker	-	412.95	-	412.95
76	Employment in any industry as defined under section 2(j) of the Industrial Dispute Act, 1948	-	412.95	-	412.95

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
23.RAJASTHAN					
1	Agriculture	-	259.00	-	259.00
2	Automobile Workshops	-	259.00	-	259.00
3	Brick Kiln Industry	-	259.00	-	259.00
4	Cable Operater & Allied service	-	259.00	-	259.00
5	Cement Prestressed Products	-	259.00	-	259.00
6	Cinema Industries	-	259.00	-	259.00
7	Cold Storage	-	259.00	-	259.00
8	Computer Hardware Industry and Services	-	259.00	-	259.00
9	Construction or Maintenance of Roads or Building Operations	-	259.00	-	259.00
10	Cotton Dyeing, Printing and Washing factories	-	259.00	-	259.00
11	Cotton Ginning and Pressing Factories	-	259.00	-	259.00
12	Cotton Waste Spinning Factories	-	259.00	-	259.00
13	Domestic Workers	-	283.00	-	283.00
14	Electricity Generation, Distribution and supply etc.	-	259.00	-	259.00
15	Sales Promotion Employees	-	333.00	-	333.00
16	Engineering Industries	-	259.00	-	259.00
17	Glass and Chinaware	-	81.00	217.58	298.58
18	Employment in Gota Kinari and Lappa Establishments	-	259.00	-	259.00
19	Government Offices contingency and works	-	259.00	-	259.00
20	Handloom Industries	-	259.00	-	259.00
21	Hotels and Restaurants	-	259.00	-	259.00
22	Irrigation Works	-	259.00	-	259.00
23	Jute Patti Industry	-	259.00	-	259.00
24	Khadi , Handicrafts & Village Industry	-	259.00	-	259.00
25	L.P.G. Distribution and Allied Services	-	259.00	-	259.00
26	Local Authority	-	259.00	-	259.00
27	Manufacturing of Cold Drinks, Soda & Allied Products	-	259.00	-	259.00
28	Marketing and Consumer Co-operative Societies	-	259.00	-	259.00
29	Metal Foundries & General Engineering Industry	-	259.00	-	259.00
30	Mica Works (Except Mica Mines)	-	259.00	-	259.00
31	Non- Govt. Organisations	-	259.00	-	259.00
32	Oil Mills	-	259.00	-	259.00
33	Papad Udyog	-	Piece Rated		
34	Pesticides, Chemicals and Pharmaceuticals	-	259.00	-	259.00
35	Petrol Pumps and Allied Services	-	259.00	-	259.00
36	Powerloom Factories	-	259.00	-	259.00
37	Printing Press	-	259.00	-	259.00
38	Public Health Engineering Department	-	259.00	-	259.00
39	Public Motor Transport	-	259.00	-	259.00
40	Public Works Department	-	259.00	-	259.00
41	Pvt. Educational Institutions	-	259.00	-	259.00
42	Pvt.Hospital and Nursing Homes	-	259.00	-	259.00
43	Registered Factories which are not covered under any Scheduled Employment	-	259.00	-	259.00
44	Rice, Flour or Dal Mills	-	259.00	-	259.00
45	Rural Development Department sponsored employment generation Scheme(Mahatma Gandhi Rozgar Yojana)	-	259.00	-	259.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
46	S.T.D., I.S.D.,P.C.O.and Allied Services	-	259.00	-	259.00
47	Salt Industry	-	81.00	217.58	298.58
48	Shops and Commercial Establishments	-	259.00	-	259.00
49	Small Scale Industries	-	259.00	-	259.00
50	Soap Stone Factories	-	259.00	-	259.00
51	Stone Breaking or Stone Crushing	-	81.00	217.58	298.58
52	Sugar Pan Industry(without mechanical Power)	-	259.00	-	259.00
53	Sweeper and Sanitation Works (not elsewhere classified)	-	259.00	-	259.00
54	Tailoring and Garments Industries	-	259.00	-	259.00
55	Taxis, Autorickshaws and Travelling Agencies	-	259.00	-	259.00
56	Textiles Industries, etc.	-	259.00	-	259.00
57	Tiles Manufacturing & Potteries Industry	-	259.00	-	259.00
58	Tobacco				
	(I) Bidi	-	101.88	217.58	319.45
	(ii) Tobacco	-	81.00	217.58	298.58
59	Wood Works and Furniture Manufacturing	-	259.00	-	259.00
60	Wool Cleaning and Pressing factories	-	259.00	-	259.00
61	Woollen Carpet Weaving and Shawl Weaving Establishments	-	81.00	217.58	298.58
62	Woollen Spinning and Weaving Factories	-	259.00	-	259.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
24.SIKKIM					
1	Automobiles Engineering Works.	-	500.00	-	500.00
2	Bakeries and Confectioneries	-	500.00	-	500.00
3	Casual contingency employees engaged by Government, Semi- Government, Public Sectors	-	500.00	-	500.00
4	Cinema and Video Halls, Cable Operators	-	500.00	-	500.00
5	Construction of Projects including Dams, Tunnels, Hydro- electric and other multipurpose	-	500.00	-	500.00
6	Constructions or Maintenance of Roads and Buildings	-	500.00	-	500.00
7	Dairy, Poultry and Animal Husbandry farming	-	500.00	-	500.00
8	Distilleries and Breweries	-	500.00	-	500.00
9	Electronic Industries	-	500.00	-	500.00
10	Engineering Industries	-	500.00	-	500.00
11	Ferro Alloys Industries	-	500.00	-	500.00
12	Forestry and Timber Industries	-	500.00	-	500.00
13	Grill Industries	-	500.00	-	500.00
14	Handloom Industries	-	500.00	-	500.00
15	Hotels, Restaurants or Eating Houses/ Tea Shops	-	500.00	-	500.00
16	Leather Industries	-	500.00	-	500.00
17	Paper & Pulp Industries	-	500.00	-	500.00
18	Printing Press	-	500.00	-	500.00
19	Private Transportation	-	500.00	-	500.00
20	Security Guards	-	500.00	-	500.00
21	Shops & Commercial Establishments	-	500.00	-	500.00
22	Stone Breaking and Crushing	-	500.00	-	500.00
23	Tea Plantation	-	500.00	-	500.00
24	Tour & Travel Agencies	-	500.00	-	500.00
25	Tyres & Trading Industries	-	500.00	-	500.00
26	Wood works, Carpentry and Masonry	-	500.00	-	500.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
25.TAMIL NADU					
1	Aerated Water Manufactory	-	177.50	187.19	364.69
2	Agarbatti Manufactory	-	219.42	213.96	433.38
3	Agriculture and works ancillary to Agriculture	-	229.00	-	229.00
4	Any Local Authority	-	231.00	224.92	455.92
5	Appalam Manufactory	-	276.57	269.61	546.18
6	Apprentices in Textile Mills	-	261.00	251.20	512.20
7	Automobile Workshops	-	281.15	274.15	555.30
8	Auto Rickshaws and Taxis	-	442.30	431.15	873.45
9	Bakeries and Biscuit Manufactory	-	228.00	219.80	447.80
10	Bricks & Tiles Manufactory	-	215.00	204.10	419.10
11	Bleaching and Dyeing Industry	-	245.69	239.42	485.11
12	Bought Leaf Tea Factories	-	185.00	180.04	365.04
13	Carpentary & Blacksmithy	-	342.00	354.15	696.15
14	Cashewnut Industry	-	277.00	278.00	555.00
15	Chemical Fertilizer Industry	-	284.38	262.07	546.45
16	Cinema Industry	-	381.88	372.26	754.14
17	Coaching Academics	-	202.31	197.15	399.46
18	Coconut Peeling	-	234.50	227.65	462.15
19	Coffee Curing Works	-	213.50	204.10	417.60
20	Coir Manufactory	-	220.50	222.50	443.00
21	Colleges and Research Stations under the Tamil Nadu Agricultural University and Agricultural Farms maintained by the Agricultural and Horticulture and other Govt. Departments	-	229.00	-	229.00
22	Construction or maintenance of Roads or Buildings Operations	-	434.00	422.35	856.35
23	Construction of Pandals	-	202.00	196.25	398.25
24	Cotton Ginning, Pressing	-	273.00	269.62	542.62
25	Cotton Waste	-	273.00	269.62	542.62
26	Distillery	-	373.92	364.42	738.34
27	Distribution of Liquid Petroleum Gas Cylinders	-	197.81	192.62	390.43
28	Electronics Industry	-	269.46	262.69	532.15
29	i) Fire Works	-	361.54	350.23	711.77
	ii) Match Manufactory	-	361.54	350.23	711.77
30	Food Processing Industry	-	223.70	217.38	441.08
31	Footwear making Industry	-	186.27	190.00	376.27
32	Forestry	-	311.00	301.45	612.45
33	General Engineering & Fabrication Industry	-	255.00	255.73	510.73
34	Gold and Silver articles Manufactory	-	386.00	370.50	756.50
35	Granite Industry	-	386.40	376.80	763.20
36	Gunny Industry	-	334.00	325.00	659.00
37	Handloom Silk Weaving Industry	-	Piece Rate		
38	Handloom Weaving Industry	-	Piece Rate		
39	Hospitals and Nursing Homes	-	333.85	325.47	659.32
40	Hotels and Restaurants	-	232.39	279.35	511.74
41	Hosiery Manufactory	-	71.08	160.62	231.70
42	Knitting Industry	-	71.08	160.62	231.70
43	Laundries and Washing Clothes	-	418.00	400.35	818.35
44	Leather Goods Manufactory	-	150.23	190.00	340.23
45	Loading and Un-loading Operations	-	198.00	188.40	386.40
46	Mat Weaving and Basket Making	-	190.00	185.30	375.30
47	Medical and Sales Representatives	-	269.89	262.96	532.85
48	Medical Manufacturing	-	271.54	264.77	536.31
49	Motion Picture Industry	-	261.92	255.12	517.04
50	Mushroom Growing and Allied Works	-	252.76	246.38	499.14

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
51	Neera Tapping	-	396.00	384.65	780.65
52	Oil Mills	-	217.00	216.19	433.19
53	(i)Paper and Other incidental Processes connected with handmade paper	-	214.88	209.54	424.42
	(ii)Paper and Other incidental Processes connected with Machine Made Paper Industry	-	224.61	218.88	443.49
54	Any Plantations	-	182.00	180.40	362.40
55	Polythene Processing, Foam Items & Plastic Manufactory	-	279.15	271.73	550.88
56	Powerloom Industry	-	334.00	321.85	655.85
57	Printing Presses	-	215.00	209.85	424.85
58	Public Motor Transport	-	406.57	396.42	802.99
59	Rice, Flour and Dal Mills	-	261.00	251.20	512.20
60	Sago Industry	-	301.50	297.07	598.57
61	Salt Pans	-	226.00	219.80	445.80
62	Sea Food Processing Industry	-	236.54	230.62	467.16
63	Security Guards	-	280.12	272.92	553.04
64	Sericulture	-	305.00	295.20	600.20
65	Shops & Commercial Establishments	-	200.69	195.65	396.34
66	Silk Twisting Industry	-	305.00	292.00	597.00
67	Soap Manufactory	-	394.50	396.42	790.92
68	Synthetic Gem Cutting Industry			Piece Rate	
69	Tailoring Industry	-	192.31	187.50	379.81
70	Tanneries & Leather Manufactory	-	198.50	229.62	428.12
71	Timber Industry	-	317.00	306.15	623.15
72	Tin Container Manufactory	-	231.65	225.85	457.50
73	Tobacco Manufactory				
	i)Beedi Making other than Beedi Rolling	-	265.73	259.03	524.76
	ii)Scented & Chewing Tobacco	-	183.50	175.85	359.35
	iii)Snuff Industry	-	78.00	177.40	255.40
	iv) Beedi rolling (1000 beedies)	-		Piece Rate	
74	Tree Climbing	-	229.00	-	229.00
75	Vessels (Utensils) Manufactory	-	212.00	204.10	416.10
76	Woollen Carpet and shawl weaving industry			Deferred	
77	Domestic Workers	-	307.88	86.84	394.72
78	Chemical Industry	-	309.62	301.92	611.54
79	Cooking Food	-	305.00	296.81	601.81
80	Hand Embroidery and Jari	-	297.00	288.90	585.90
81	Pottery Works	-	247.81	241.54	489.35
82	Employment in Home textiles	-	218.46	53.92	272.38
83	Employment in Folding textile goods	-	233.69	227.65	461.34

Note: Out of 94 Scheduled Employments reported in Tamil Nadu, wages have been reported for 83 scheduled employments only

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
26.TRIPURA					
1	Agriculture	-	385.00	16.80	401.80
2	Auto Rickshaw*	-	139.38	5.82	145.21
3	Beedi Industry (per 1000 bidis)	-	Piece Rated		
4	Construction and Maintenance of Roads and Building Operations	-	292.00	12.20	304.20
5	Domestic Workers	-	111.54	4.66	116.20
6	Incense and Incense Sticks	-	256.65	10.72	267.38
7	LAMPS/PACS/OMC	-	219.81	9.18	228.99
8	Mechanical Workshops	-	301.12	12.58	313.70
9	Petrol Pumps	-	270.04	11.28	281.32
10	Private Security Guards	-	385.85	16.12	401.97
11	PrivateTeaching Institutions	-	290.88	12.15	303.04
12	Public Motor Transport #	-	143.12	5.98	149.09
13	Rice Mills	-	402.50	16.82	419.32
14	Rubber Plantations	-	372.00	15.54	387.54
15	Safai Karamcharis	-	300.00	12.53	312.53
16	Shops and Establishments	-	273.96	11.45	285.41
17	Stone Breaking and Crushing	-	Piece Rated		
18	Gold Smith	-	278.00	11.62	289.62
19	Loading and Un-loading Operations	-	510.00	21.31	531.31
* + Food allowance @ Rs. 129.00 per diem.					
# + Food allowance @ Rs. 117.72 per diem.					

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
27.TELANGANA					
1	Agriculture	-	154.00	181.00	335.00
2	Aerated water manufacturing units and Soft Drinks	-	96.00	246.00	342.00
3	Any Manufacturing Process carried out in any Factory as defined under Sec.2(m) or Sec. 85 of the Factories Act other than those notified under Part-I and Part-II of the Schedule of Minimum Wages Act, 1948	-	224.00	243.00	467.00
4	Automobile Engineering workshops including servicing and repairs	-	147.00	347.00	494.00
5	Baking process including Biscuits Manufactory	-	122.00	289.00	411.00
6	Betal Vines	-	218.00	245.00	463.00
7	Brick Kiln Industry	-	112.00	282.00	394.00
8	Canteens and Clubs	-	102.00	256.00	358.00
9	Cashew and Coconut gardens	-	125.00	-	125.00
10	Cashew Processing Establishments	-	149.00	313.00	462.00
11	Cement Concrete Pipes and Cement ware Manufactory excluding stone ware pipes Manufactory	-	112.00	282.00	394.00
12	Chemicals and Pharmaceuticals	-	134.00	318.00	452.00
13	Cinema Industry	-	141.00	322.00	463.00
14	Coffee Plantations	-	89.00	239.00	328.00
15	Colour Printing and Yarn Dyeing	-	129.00	304.00	433.00
16	Construction of Projects Including Dams and Multipurpose Projects	-	130.00	322.00	452.00
17	Construction or Maintenance of Roads and Building Operations	-	130.00	306.00	436.00
18	Cotton Carpet Weaving Establishments	-	135.00	308.00	443.00
19	Cotton Ginning and pressing Factories	-	164.00	335.00	499.00
20	Dairy Farming	-	191.00	245.00	436.00
21	Distilleries and Breweries	-	150.00	354.00	504.00
22	Domestic Workers	-	174.00	194.00	368.00
23	Electronic Industry	-	133.00	313.00	446.00
24	Fisheries and Sea Foods	-	125.00	294.00	419.00
25	Forestry and Timbering Operations	-	104.00	-	104.00
26	Garment and Allied Manufacturing Industry	-	154.00	172.00	326.00
27	Glass Industry	-	129.00	306.00	435.00
28	Gold Covering and Gold Coating Industry	-	130.00	306.00	436.00
29	Handloom Weaving Establishments	-	Piece Rated		
30	Handloom (Silk) Weaving Establishments	-	Piece Rated		
31	Handloom Weaving Establishments- Additional Categories	-	91.00	230.00	321.00
32	Horticulture	-	217.00	279.00	496.00
33	Hospitals, Nursing Homes and Clinics other than Govt. Hospitals and Dispensries	-	239.00	259.00	498.00
34	Hostels of all colleges and all other educational Institutions	-	252.00	280.00	532.00
35	Hotels and Restaurants and Eating Houses	-	128.00	315.00	443.00
36	Jute and Coir Industry	-	244.00	263.00	507.00
37	Khandsari Factories	-	135.00	318.00	453.00
38	Lime stone Kilns	-	93.00	234.00	327.00
39	Marketing Societies, Consumer Co-op. Societies and Co-op. Banks	-	124.00	292.00	416.00
40	Match and Fire Works	-	104.00	256.00	360.00
41	Mesta used Twine Mills	-	66.00	158.00	224.00
42	Metal Foundaries and General Engineering	-	126.00	296.00	422.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
43	Mica Works	-	131.00	308.00	439.00
44	Mini and Tiny Cement Factories	-	107.00	251.00	358.00
45	Motion Picture Industry including Production, Distribution and Publicity	-	112.00	280.00	392.00
46	Non-teaching staff working in Private Educational Institutions	-	204.00	228.00	432.00
47	Oil Mills	-	249.00	278.00	527.00
48	Paper and Paper Board including Straw Board including hand made Paper Manufactory	-	250.00	278.00	528.00
49	Petrol Bunks	-	134.00	279.00	413.00
50	Poultry farming including Feeding units	-	200.00	243.00	443.00
51	Powerloom Industry	-	102.00	239.00	341.00
52	Printing Press including Litho and offset Printing	-	135.00	318.00	453.00
53	Private Motor Transport	-	130.00	306.00	436.00
54	Professionals such as Chartered, Cost Accounts Auditors including Tax Consultants and Clerks working with Advocates	-	162.00	336.00	498.00
55	Public Motor Transport	-	102.00	256.00	358.00
56	Rice Mills, Flour Mills or Dal Mills including Roller Flour Mills	-	136.00	320.00	456.00
57	Safai Karamcharis	-	192.00	383.00	575.00
58	Salt Pans	-	97.00	243.00	340.00
59	Security Services	-	154.00	306.00	460.00
60	Seed Processing Units	-	123.00	320.00	443.00
61	Sericulture	-	173.00	-	173.00
62	Shops and Commercial Establishments	-	130.00	306.00	436.00
63	Slate Factories	-	123.00	292.00	415.00
64	Spinning Mills	-	148.00	161.00	309.00
65	Steel Mills and Steel re-rolling Mills	-	123.00	292.00	415.00
66	Stone Breaking and Stone Crushing Operations	-	123.00	289.00	412.00
67	Tanneries and Leather Manufactory	-	133.00	330.00	463.00
68	Tiles and Potteries	-	123.00	292.00	415.00
69	Tobacco (excluding Beedi making)Manufactory	-	136.00	265.00	401.00
70	Tobacco (including Beedi making)Manufactory	-	173.00	201.00	374.00
71	Toddy Tapping including Selling and Conveyance industry	-	106.00	262.00	368.00
72	Wood Working Establishments including Furniture (excluding Timbering Operations)	-	129.00	295.00	424.00
73	Woollen Carpet Making and Shawl Weaving	-	97.00	237.00	334.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
28.UTTARAKHAND*					
1	Aerated Drinks	-	319.23	65.38	384.62
2	Agriculture	-	200.00	65.38	265.38
3	Allopathic, Unani or Ayurvedic Pharmacy	-			
	i) Allopathic	-	320.42	65.38	385.81
	ii) Unani or Ayurvedic Pharmacy	-	315.65	65.38	381.04
4	Asbestos, Cement Factory and other Cement Products	-	315.88	65.38	381.27
5	Automobile Repair Workshops	-	320.42	65.38	385.81
6	Book Binding	-	315.88	65.38	381.27
7	Brick Kiln	-	281.38	65.38	346.77
8	Bakeries and Biscuits	-	315.88	65.38	381.27
9	Carpet Manufacturing	-	346.08	65.38	411.46
10	Chicken Work Manufactory	-	315.88	65.38	381.27
11	Cinema Industry	-			
	i) More than 2 Lakhs	-	320.42	65.38	385.81
	ii) Less than 2 Lakhs	-	315.88	65.38	381.27
12	Clubs	-	315.88	65.38	381.27
13	Cold Storages	-	315.88	65.38	381.27
14	Commercial Establishments	-			
	i) More than 1 Lakh People in City	-	320.42	65.38	385.81
	ii) Less than 1Lakh People in City	-	315.88	65.38	381.27
15	Construction of Dams, Irrigation, Wells and Pond Digging	-	319.23	65.38	384.62
16	Construction and Maintenance of Roads or Building Operations	-	319.23	65.38	384.62
17	Dairy and Dairy Products	-	319.23	65.38	384.62
18	Foundry Industry	-	319.23	65.38	384.62
19	Forestry				
	i) Category A (Hill Area)		316.62	65.38	382.00
	ii) Category B (Vellay Area)		316.62	65.38	382.00
	iii) Category C (Plane Area)		316.62	65.38	382.00
20	Employment in Dharamshalas	-	319.23	65.38	384.62
21	Employments in any other registered Factories not elsewhere classified	-	319.23	65.38	384.62
22	Engineering Industry employment (Employing less than 50 workers)		319.23	65.38	384.62
23	Employment in Fruit Juice	-	319.23	65.38	384.62
24	Handlooms and Powerloom	-	319.46	65.38	384.85
25	Hotels and Restaurants				
	i) Less than 10 employees	Area A	328.96	65.38	394.35
		Area B	308.73	65.38	374.12
	ii) 10 or more than 10 employees	Area A	336.81	65.38	402.19
		Area B	316.85	65.38	382.23
	iii) Star Hotel	Area A	348.96	65.38	414.35
		Area B	336.81	65.38	402.19
26	Hosiery	-	325.88	65.38	391.27
27	Ice Manufactory	-	315.88	65.38	381.27
28	Ice Candy / Ice Cream Manufactory	-	315.88	65.38	381.27
29	Khandsari Manufactory	-	315.88	65.38	381.27
30	Laundry and Washing	-	315.88	65.38	381.27
31	Libraries				
	i) More than 50,000 books	-	322.08	65.38	387.46
	ii) 15,000 to 50,000 books	-	319.23	65.38	384.62
	iii) Less than 15,000 books	-	316.35	65.38	381.73
32	Manufacturing of Small/Miniature bulbs, Glass products	-	315.88	65.38	381.27
33	Match Manufactory	-	315.88	65.38	381.27
34	Mechanical Transport Workshops	-	320.42	65.38	385.81

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
35	Metal Industry	-	319.23	65.38	384.62
36	Oil Mills	-			
	i) More than 10 employees	-	320.42	65.38	385.81
	ii) Less than 10 employees	-	315.88	65.38	381.27
37	Petrol & Diesel Pumps	-	319.23	65.38	384.62
38	Plywood Manufacturing	-	319.23	65.38	384.62
39	Potteries, Ceramic or Refractory	-	315.88	65.38	381.27
40	Private Clinics and Medical Equipment shops	-	319.23	65.38	384.62
41	Private Coaching Classes and Private Schools	-	315.88	65.38	381.27
42	Private Printing Press	-	320.42	65.38	385.81
43	Plastic and Plastic Products	-	319.23	65.38	384.62
44	Public Motor Transport	-	320.42	65.38	385.81
45	Readymade Garments	-	319.23	65.38	384.62
46	Rice, Flour or Dal Mills	-			
	i) More than 10 employees	-	320.42	65.38	385.81
	ii) Less than 10 employees	-	315.88	65.38	381.27
47	Rubber and Rubber Products	-	319.23	65.38	384.62
48	Employment in Shops	-	315.88	65.38	381.27
49	Stone Breaking or Stone Crushing	-	315.88	65.38	381.27
50	Sweet Industry	-	319.23	65.38	384.62
51	Tailoring Industry	-	315.88	65.38	381.27
52	Tea Plantations	-	315.88	65.38	381.27
53	Textile Printing	-	315.88	65.38	381.27
54	Tin Plate shaping and tin printing	-	319.23	65.38	384.62
55	Tobacco Manufactory	-	338.96	65.38	404.35
56	Washing Soap, Silicate etc.	-	315.88	65.38	381.27
57	Wood Carving, Wooden Furniture and Saw Mills				
	(i) Under Municipal Corporation	-	340.85	65.38	406.23
	(ii) Other Municipal Committee and Cantt.	-	339.42	65.38	404.81
	(iii) Rest of Uttarkhand	-	338.00	65.38	403.38
58	Woollen Blankets Manufactory	-	315.88	65.38	381.27
Note:- *Due to non receipt of Annual Return, Information downloaded from Uttarakhand Labour Dept.'s Website					

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
29. UTTAR PRADESH					
1	Aerated Drinks	-	221.15	174.04	395.19
2	Allopathic, Unani or Ayurvedic Pharmacy	-	221.15	174.04	395.19
3	Asbestos Cement Factory	-	221.15	174.04	395.19
4	Automobile Workshops	-	221.15	174.04	395.19
5	Bakeries and confectioneries, Biscuits	-	221.15	174.04	395.19
6	Beedi Manufacturing	-	175.00	133.31	308.31
7	Book Binding Manufactory	-	221.15	174.04	395.19
8	Brick Kiln	-	221.15	174.04	395.19
9	Carpet Manufacturing	-	173.08	196.04	369.12
10	Casting Industry	-	221.15	174.04	395.19
11	Chicken Work Manufactory	-	221.15	174.04	395.19
12	Cinema Industry	-	221.15	174.04	395.19
13	Clubs	-	221.15	174.04	395.19
14	Cold Storages	-	221.15	174.04	395.19
15	Commercial Establishments	-	221.15	174.04	395.19
16	Construction and Maintenance of Roads or Building Operations	-	221.15	174.04	395.19
17	Construction of Dams, Establishments and Irrigation	-	221.15	174.04	395.19
18	Dairy and Milk Dairy	-	221.15	174.04	395.19
19	Employment in Dharamshalas	-	221.15	174.04	395.19
20	Employment in Registered Factories not elsewhere classified	-	221.15	174.04	395.19
21	Engineering Industry(employing less than 50 workers)	-	221.15	174.04	395.19
22	Forestry	-	221.15	174.04	395.19
23	Fruit Juice making factory	-	221.15	174.04	395.19
24	Glass Bangles Manufactory	-	165.38	187.31	352.69
25	Handloom Industry	-	221.15	174.04	395.19
26	Hosiery Industry	-	221.15	174.04	395.19
27	Ice Candy / Ice Cream Manufactory	-	221.15	174.04	395.19
28	Ice Manufactory	-	221.15	174.04	395.19
29	Khandsari Manufactory	-	221.15	174.04	395.19
30	Laundry and Washing	-	221.15	174.04	395.19
31	Local Transport Workshops	-	221.15	174.04	395.19
32	Manufacturing of Small Miniature Bulbs & Glass Products	-	221.15	174.04	395.19
33	Match Manufactory	-	221.15	174.04	395.19
34	Maufacturing of Leather Goods	-	221.15	174.04	395.19
35	Metal Industry	-	221.15	174.04	395.19
36	Oil Mills	-	221.15	174.04	395.19
37	Paper, Paper Board and Card Board	-	221.15	174.04	395.19
38	Petrol and Diesel Oil pumps	-	221.15	174.04	395.19
39	Plastic and Plastic Products	-	221.15	174.04	395.19
40	Plywood Manufacturing	-	221.15	174.04	395.19
41	Potteries, Ceramic Industry	-	221.15	174.04	395.19
42	Powerloom Industry	-	221.15	174.04	395.19
43	Private clinics, Nursing homes	-	221.15	174.04	395.19
44	Private Coaching classes in Private School including Nursery School	-	221.15	174.04	395.19
45	Private Libraries	-	221.15	174.04	395.19

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
46	Private Printing Press	-	221.15	174.04	395.19
47	Public Motor Transport	-	221.15	174.04	395.19
48	Ready made Garments	-	221.15	174.04	395.19
49	Rice, Flour or Dal Mills	-	221.15	174.04	395.19
50	Rubber and Rubber Products including Tyres and Tubes	-	221.15	174.04	395.19
51	Shops	-	221.15	174.04	395.19
52	Silk Sari or Jari Works (Handloom)	-	221.15	174.04	395.19
53	Stone Breaking or Stone Crushing	-	221.15	174.04	395.19
54	Sweet Shops	-	221.15	174.04	395.19
55	Tailoring Industry	-	221.15	174.04	395.19
56	Tanneries and Leather Manufactory	-	221.15	174.04	395.19
57	Textile Printing	-	221.15	174.04	395.19
58	Tin Plate shaping and tin printing	-	221.15	174.04	395.19
59	Tobacco Manufactory	-	221.15	174.04	395.19
60	Washing Soap, Silicate etc.	-	221.15	174.04	395.19
61	Wood Carving and Wooden Furniture and Saw Mills	-	221.15	174.04	395.19
62	Woollen Blankets	-	221.15	174.04	395.19
63	Private Security Gaurds (With or without arms)	-	221.15	174.04	395.19
64	Sweeping and Sanitation	-	221.15	174.04	395.19
65	Domestic Workers	-	221.15	174.04	395.19
66	Computer Hardware Industry and services	-	221.15	174.04	395.19
67	LPG Distribution and allied services	-	221.15	174.04	395.19
68	Taxi, Auto rikshaw and Tempo traveller	-	221.15	174.04	395.19
69	Cable operator and allied services	-	221.15	174.04	395.19
70	Non Government Organisations (NGO)	-	221.15	174.04	395.19
71	Sales Promotion employees	-	221.15	174.04	395.19
72	Hair cutting saloon and beauty parlour	-	221.15	174.04	395.19
73	Corporate Offices	-	221.15	174.04	395.19
74	Call centres/ IT industries/ telecalling services etc	-	221.15	174.04	395.19
75	Employment not covered under scheduled employment	-	221.15	174.04	395.19
76	Brass utensils, brass products manufactory	-	221.15	174.04	395.19
77	Lock industry	-	221.15	174.04	395.19

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
30.WEST BENGAL*					
1	Agriculture		302.00	-	302.00
2	Bakery	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
3	Beedi Leaf Plucking		302.00	-	302.00
4	Automobile engg repairing workshops	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
5	Bell Metal & Brass Industry	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
6	Bone Mills	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
7	Brick Manufactories		302.00	-	302.00
8	Ceramic Industry	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
9	Chakki Mills	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
10	Any establishment in which manufacturing activity as defined under section 2K of the Factories Act is carried out & is not covered under any of the other scheduled employment	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
11	Cinchona Plantations		302.00	-	302.00
12	Cinema Industry	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
13	Clinical Nursing Homes/ Pathology	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
14	Construction or Maintenance of Roads or Building Operations	Zone A	376.00	-	376.00
15	Beverage manufacturing & vending establishment	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
16	Dal Mills	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
17	Decoration	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
18	Biscuit Manufacturing	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
19	Bottling & Packaging Industry	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
20	Fishery		302.00	-	302.00
21	Flour Mills	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
22	Forestry or Timbering Operations		302.00	-	302.00
23	Fountain Pen and Ball-point Pen Industry	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
24	Glass Industry	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
25	Godowns	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
26	Handloom		302.00	-	302.00
27	Hosiery	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
28	Hotels & Restaurants	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
29	Bought tea leaf factory	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
30	Lac Manufactories		302.00	-	302.00
31	Confectionary & Sweet manufacturing	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
32	Medicinal Plants Plantations		302.00	-	302.00
33	Oil Mills	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
34	Paints and Chemicals Factories	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
35	Paper Board and Straw Board Manufacturing (Machine Dry Process)	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
36	Plastic Industry	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
37	Plywood Industry	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
38	Power Looms Employing Less than Ten Persons	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
39	Power Looms Employing Ten or More Persons	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
40	Printing Press	Zone A	376.00	-	376.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
		Zone B	343.00	-	343.00
41	Co-operative societies	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
42	Refractory Industry	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
43	Rice Mills		302.00	-	302.00
44	Rope Industry	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
45	Rubber and Rubber Products Mfg.	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
46	a) Sericulture Nursery and Cultivation		302.00	-	302.00
	b) Silk spinning and/or weaving (Handloom)		302.00	-	302.00
47	Courier Services	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
48	Salt Manufacturing Industry		302.00	-	302.00
49	Saw Mills	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
50	Security Services	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
51	Shoe Making Industry	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
52	Establishments as defined under shops establishment act	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
53	Silk Printing	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
54	Silk Mill	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
55	Stone Breaking or Stone Crushing	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
56	Sweeping and Cleaning	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
57	Tabacco Godowns		302.00	-	302.00
58	Tailoring	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
59	Tanneries and Leather Manufactory	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
60	Fishing activity including river deep sea fishing		343.00	-	343.00
61	Chartered/Cost Accountants/Auditors		376.00	-	376.00
62	Floor & Wall Tile manufacturing	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
63	Garment manufacturing Industry	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
64	Ice cream & Candy Manufacturing/ Ice factory	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
65	Information Technology industry	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
66	Jewellery manufacturing	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
67	Laundry service	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
68	Leather goods manufactory	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
69	Loading Unloading operations	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
70	Malls, multiplexes, departemental stores	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
71	Non banking private financial institutions	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
72	Private hospitals & research centres	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
73	Rolling of iron rods/ rolling mills	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
74	Saloon & Beauty parlours	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
75	Sponge iron, ferro alloys	Zone A	376.00	-	376.00
76	Wood works & furniture industry	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
77	Employment in engineering unit employing less than 50 persons	Zone A	376.00	-	376.00
		Zone B	343.00	-	343.00
78	Cold Storage		343.00	-	343.00
79	Employment in Meat & Meat Products & Feed plants		377.00	-	377.00
Zone-A = Areas notified under Development authorities. Zone-B = Rest of West Bengal					
Note:- *Due to non receipt of Annual Return, Information downloaded from West Bengal Labour Dept.'s Website					

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
31.ANDAMAN AND NICOBAR ISLANDS					
1	Agriculture	-	538.00	-	538.00
2	Construction or Maintenance of road or in Building Operations including Stone Breaking and Stone Crushing	-	538.00	-	538.00
3	Loading & Unloading Sector	-	538.00	-	538.00
4	Private Educational Institutions	-	538.00	-	538.00
5	Shops and Commercial Establishments including Residential Hotels and Restaurants	-	538.00	-	538.00
6	Wood Based Industries	-	538.00	-	538.00
7	Various Departments/Office/Industrial Establishments	-	538.00	-	538.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
32.CHANDIGARH					
1	Agricultural Implements, Machine Tools and General Engineering including Cycle Parts & Electrical Goods Industry	-	525.00	-	525.00
2	Agriculture	-	525.00	-	525.00
3	Any establishment as defined under Section 2(1)(VIII) of the Punjab Shops and Commercial Establishments Act,1958	-	525.00	-	525.00
4	Asbestos Cement and Concrete Products	-	525.00	-	525.00
5	Automobile Repair Shops and Service Stations	-	525.00	-	525.00
6	Bakeries and Confectioneries Establishments	-	525.00	-	525.00
7	Book Selling Establishments	-	525.00	-	525.00
8	Brick Kiln Industry	-	525.00	-	525.00
9	Chemical and Distillery Industry	-	525.00	-	525.00
10	Chemist and Drug Shops	-	525.00	-	525.00
11	Cinema Industry	-	525.00	-	525.00
12	i) Construction or Maintenance of Roads or Building Operations ii) Stone breaking and stone crushing	-	525.00	-	525.00
13	Contractors' Establishment of Forest Department	-	525.00	-	525.00
14	Dairy and Dairy Products	-	525.00	-	525.00
15	Electronic Goods Manufacturing and Selling Establishments	-	525.00	-	525.00
16	Electroplating by using salt of Chromium, Nickle or any other compound and connected buffing and polishing Industry	-	525.00	-	525.00
17	Employment in any manufacturing Process as defined under Section 2(k) of the Factories Act.,1948	-	525.00	-	525.00
18	Employment in grass cutting	-	525.00	-	525.00
19	Employment in Private Coaching Classes, Schools including Nursery Schools and Technical Institutions	-	525.00	-	525.00
20	Ferrous Metal Rolling and Re-rolling Mills	-	525.00	-	525.00
21	Foundries with or without attached Machine Shops	-	525.00	-	525.00
22	Hair Cutting Saloons and Beauty Parlours	-	525.00	-	525.00
23	Hardware and Building Material Shops	-	525.00	-	525.00
24	Hotels, Restaurants, Tea Stalls and Halwais	-	525.00	-	525.00
25	Ice Factories and Cold Storage	-	525.00	-	525.00
26	Meat Selling Establishments	-	525.00	-	525.00
27	Oil Mills	-	525.00	-	525.00
28	Paper Board and Packing Material Manufacturing Establishments	-	525.00	-	525.00
29	Petrol, Diesel and Kerosene Oil Pumps	-	525.00	-	525.00
30	Plastic and PVC goods Industry	-	525.00	-	525.00
31	Private Hospitals including Nursing Homes, Dispensaries etc. or a Medical Practitioner in any establishment or a Chemical or Pathological Laboratory	-	525.00	-	525.00
32	Private Press	-	525.00	-	525.00
33	Public Motor Transport Industry	-	525.00	-	525.00
34	Rice Mills, Flour Mills and Dal Mills	-	525.00	-	525.00
35	Rubber Industry	-	525.00	-	525.00
36	Saw Mills and Timber trade	-	525.00	-	525.00
37	Shops and Commerical Establishments	-	525.00	-	525.00
38	Soap Manufacturing Industry	-	525.00	-	525.00
39	Soft Drinks and Aerated Water	-	525.00	-	525.00
40	Tailoring , Stiching and Embroidery Establishments	-	525.00	-	525.00
41	Tanneries / Leather Manufacturing	-	525.00	-	525.00
42	Tents, Dealers Establishments, Crockery Trade Establishments and Household Goods Establishments	-	525.00	-	525.00
43	Textile Industry	-	525.00	-	525.00
44	Vegetable and Fruit Shops	-	525.00	-	525.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
33.DADRA AND NAGAR HAVELI*					
1	Agarbatti unit, match box manufacturing unit, bidi manufacturing unit	-	441.00	-	441.00
2	Agriculture	-	441.00	-	441.00
3	Automobile repairing workshops and garages	-	441.00	-	441.00
4	Bakery and Confectionary	-	441.00	-	441.00
5	Brick or roof tiles	-	441.00	-	441.00
6	Candles Manufacturing	-	441.00	-	441.00
7	Canteens and Clubs	-	441.00	-	441.00
8	Cement priestessess products industry	-	441.00	-	441.00
9	Chemical or drug manufacturing	-	441.00	-	441.00
10	Cinema Exhibition	-	441.00	-	441.00
11	Construction or maintenance of roads or in building operation	-	441.00	-	441.00
12	Cotton Ginning or Cotton Pressing Manufactory	-	441.00	-	441.00
13	Drilling operation and maintenance of Tube Wells	-	441.00	-	441.00
14	Electronics and Allied or Incidental Industries	-	441.00	-	441.00
15	Engineering unit, dealing with manufacturing or processing or iron and steel item ferrous or non-ferrous material, electric and electronics items	-	441.00	-	441.00
16	Forestry and Timber Operations	-	441.00	-	441.00
17	Glass Industry	-	441.00	-	441.00
18	Gram Panchayats	-	441.00	-	441.00
19	Home workers	-	441.00	-	441.00
20	Hospitals	-	441.00	-	441.00
21	Lac Manufactory	-	441.00	-	441.00
22	Local Authority	-	441.00	-	441.00
23	Manufacruing process as defined under section 2(k) of the Factories Act, 1948	-	441.00	-	441.00
24	Medical practitioner or any establishment of medical consultant or any clinical or pathological laboratory including Hospitals and Nursing Homes	-	441.00	-	441.00
25	Mica Works	-	441.00	-	441.00
26	Oil Mills	-	441.00	-	441.00
27	Paper ;and Paper Board Manufactory	-	441.00	-	441.00
28	Petrol and Diesel Pumps	-	441.00	-	441.00
29	Pharmaceutical Industry	-	441.00	-	441.00
30	Plantation maintained for growing Chichona, Rubber, Tea or Coffee	-	441.00	-	441.00
31	Plastic Industry	-	441.00	-	441.00
32	Polyurethane foam manufacturing or processing the foam items	-	441.00	-	441.00
33	Potteries	-	441.00	-	441.00
34	Poultry, Poultry Food Manufacturing unit, Fertilizer Manufacturing Unit or any other Agricultural Unit	-	441.00	-	441.00
35	Power loom Industry	-	441.00	-	441.00
36	Printing by letter press, lithography, photo-gravure or other similar works or incidental to such process or book binding	-	441.00	-	441.00
37	Private Teaching Institute	-	441.00	-	441.00
38	Public Motor Transport	-	441.00	-	441.00
39	Residential Restaurant or Eating House	-	441.00	-	441.00
40	Rexene cloth	-	441.00	-	441.00
41	Rice, Flour or Dal Mill	-	441.00	-	441.00
42	Rubber Manufacturing Industry	-	441.00	-	441.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
43	Safai Karmacharis (excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993	-	441.00	-	441.00
44	Sheds where buffaloes or cows are kept for milking, cleaning or feeding and for all other ancillary process	-	441.00	-	441.00
45	Shop or commercial establishments	-	441.00	-	441.00
46	Soaps and detergents	-	441.00	-	441.00
47	Stone Breaking or Stone Crushing	-	441.00	-	441.00
48	Sugar Industry	-	441.00	-	441.00
49	Tanneries & Leather Manufactory	-	441.00	-	441.00
50	Textile processing, dyeing, printisng or garments stitching	-	441.00	-	441.00
51	Tobacco (including Bidi Making Manufactory)	-	441.00	-	441.00
52	Toilet, cosmetic and other allied products	-	441.00	-	441.00
53	Watch and Ward	-	441.00	-	441.00
54	Watch Manufacturing	-	441.00	-	441.00
55	Wood cutting factory, wooden furniture making	-	441.00	-	441.00
56	Woollen Carpet Making or Shawl Weaving	-	441.00	-	441.00
Note:- *Due to non receipt of Annual Return, Information downloaded from Dadra & Nagar Haveli Labour Dept.'s Website					

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
34.DAMAN AND DIU					
1	Agriculture	-	441.00	-	441.00
2	Automobile Repairing Workshops and Garages	-	441.00	-	441.00
3	Bakeries	-	441.00	-	441.00
4	Brick of Roof Tiles	-	441.00	-	441.00
5	Buffalo or Cow Milk Premises	-	441.00	-	441.00
6	Canteen and Clubs not falling under entry 13 of Part I of this schedule	-	441.00	-	441.00
7	Cashew Processing Industry	-	441.00	-	441.00
8	Cement and Cement Based Industry	-	441.00	-	441.00
9	Charcoal Kilns	-	441.00	-	441.00
10	Chemical and Fertilizer Manufactory	-	441.00	-	441.00
11	Cinema	-	441.00	-	441.00
12	Cloth Dyeing and/or Printing	-	441.00	-	441.00
13	Construction or Maintenance of Roads or in Building operation	-	441.00	-	441.00
14	Cotton Ginning or Cotton Pressing Manufactory	-	441.00	-	441.00
15	Cycle Mechanic Workshops	-	441.00	-	441.00
16	Dairy Industry	-	441.00	-	441.00
17	Dispensary, not being a Dispensary in any Hospital	-	441.00	-	441.00
18	Drugs and Pharmaceuticals	-	441.00	-	441.00
19	Eatable Tobacco	-	441.00	-	441.00
20	Employment in any factory as defined under clause(m) or Section 2 of Factories Act, 1948 (LXIII of 1948), not covered by any of the entries	-	441.00	-	441.00
21	Engineering Industry	-	441.00	-	441.00
22	Exercise Books	-	441.00	-	441.00
23	Film Production Industry	-	441.00	-	441.00
24	Forest and/or Forestry	-	441.00	-	441.00
25	Fountain Pens, etc.	-	441.00	-	441.00
26	Glass Bulb Manufactory	-	441.00	-	441.00
27	Glass Industry	-	441.00	-	441.00
28	Grass Cutting	-	441.00	-	441.00
29	Hair Cutting Saloon	-	441.00	-	441.00
30	Hand Made Paper and Hand Paper Board Manufactory	-	441.00	-	441.00
31	Handloom Industry	-	441.00	-	441.00
32	Hospitals (not falling under entry 6 in this Schedule)	-	441.00	-	441.00
33	Hotel, Restaurant or Eating House	-	441.00	-	441.00
34	Ice and Cold Drinks	-	441.00	-	441.00
35	Jari Work Industry	-	441.00	-	441.00
36	Khandsari/Sugar Manufactory	-	441.00	-	441.00
37	Lac manufactory	-	441.00	-	441.00
38	Laundry Industry	-	441.00	-	441.00
39	Local Authority	-	441.00	-	441.00
40	Manufacture of Containers and/or Boxes from Paper and/or Cardboard and/or Strawboard	-	441.00	-	441.00
41	Mica Works	-	441.00	-	441.00
42	Oil Mill	-	441.00	-	441.00
43	Optical Frames	-	441.00	-	441.00
44	Paints and Varnishers	-	441.00	-	441.00
45	Paper and Paper Board Manufactory	-	441.00	-	441.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
46	Plantation	-	441.00	-	441.00
47	Poha, Murmura, Churmura, etc.	-	441.00	-	441.00
48	Potteries	-	441.00	-	441.00
49	Powerloom Industry	-	441.00	-	441.00
50	Printing Presses	-	441.00	-	441.00
51	Public Motor Transport	-	441.00	-	441.00
52	Readymade Garments	-	441.00	-	441.00
53	Rice, Flour or Dal Mill	-	441.00	-	441.00
54	Rubber Baloon Industry	-	441.00	-	441.00
55	Rubber Manufacturing Industry	-	441.00	-	441.00
56	Salt Pan Industry	-	441.00	-	441.00
57	Saw Mill	-	441.00	-	441.00
58	Seafood Industry	-	441.00	-	441.00
59	Shop or Commercial Establishments	-	441.00	-	441.00
60	Silver Industry	-	441.00	-	441.00
61	Soaps and Cosmetics	-	441.00	-	441.00
62	Steel Furniture	-	441.00	-	441.00
63	Stone Breaking or Stone Crushing	-	441.00	-	441.00
64	Sweepers or Scavengers	-	441.00	-	441.00
65	Tanneries and Leather Manufactory	-	441.00	-	441.00
66	Tobacco (including Bidi making)	-	441.00	-	441.00
67	Transforming Plastic in various Solid Moulding	-	441.00	-	441.00
68	Utensils or other Household Articles	-	441.00	-	441.00
69	Watch Strap Manufactory	-	441.00	-	441.00
70	Wooden Furniture	-	441.00	-	441.00
71	Wooden Photo Picture Frame Making	-	441.00	-	441.00
72	Woolen, Carpet Making or Shawl Weaving	-	441.00	-	441.00

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
35.DELHI					
1	Agriculture	-	662.85	10.00	672.85
2	Automobile Engineering	-	662.85	10.00	672.85
3	Cement Working Establishments	-	662.85	10.00	672.85
4	Chemicals	-	662.85	10.00	672.85
5	Clubs	-	662.85	10.00	672.85
6	Confectionery and Diary products, food preservation etc.	-	662.85	10.00	672.85
7	Construction or Maintenance of Roads or in Building Operations	-	662.85	10.00	672.85
8	Dal and Flour Mills	-	662.85	10.00	672.85
9	Delhi Transport Corporation	-	662.85	10.00	672.85
10	Employment in all registered factories not covered by the employments elsewhere	-	662.85	10.00	672.85
11	Foundaries	-	662.85	10.00	672.85
12	Hospital and Nursing Homes not carried on by Govt. or Local Authorities	-	662.85	10.00	672.85
13	Ice Factories / Cold Storage	-	662.85	10.00	672.85
14	Laundry Services and Cleaning and Dyeing Plants i.e Factory/Shops	-	662.85	10.00	672.85
15	Radio including assembling of Radio parts.	-	662.85	10.00	672.85
16	Metal Working Establishments	-	662.85	10.00	672.85
17	Oil Mills	-	662.85	10.00	672.85
18	Plastic, Rubber, PVC including Cable	-	662.85	10.00	672.85
19	Pottery Industry	-	662.85	10.00	672.85
20	Printing Press	-	662.85	10.00	672.85
21	Private unrecognised Teaching Institutions	-	662.85	10.00	672.85
22	Public Motor Transport	-	662.85	10.00	672.85
23	Ready-made Garments	-	662.85	10.00	672.85
24	Shops & Establishments	-	662.85	10.00	672.85
25	Stone Breaking and Stone Crushing	-	662.85	10.00	672.85
26	Textile including Hosiery, Niwar, Handloom, Lace, Thread balls, Name Label, Dyeing and Printing of Textiles	-	662.85	10.00	672.85
27	Wood working Establishments including Saw Mills		662.85	10.00	672.85
28	Brick Kiln		662.85	10.00	672.85
29	Local Authority	-	662.85	10.00	672.85

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
36.LAKSHADWEEP*					
1	Agriculture	-	200.00	124.80	324.80
2	Animal Husbandry	-	200.00	124.80	324.80
3	Electricity	-	200.00	124.80	324.80
4	Fisheries	-	200.00	124.80	324.80
5	Industrial Establishments	-	200.00	124.80	324.80
6	Development Corporation	-	200.00	124.80	324.80
7	Harbour Works	-	200.00	124.80	324.80
8	Panchayat	-	200.00	124.80	324.80
9	Public Works Department	-	200.00	124.80	324.80
Note:- *Due to non receipt of Annual Return, Information repeated from previous year					

TABLE 3

	NAME OF THE SCHEDULED EMPLOYMENT	MINIMUM WAGES(Rs.) AS ON 31.12.2023			
		AREA/ ZONE	BASIC	D.A.	TOTAL
37.PUDUCHERRY					
1	Agriculture Mahe Region	Maha Region	120.00	-	120.00
2	Agriculture in Puducherry & Karaikal Region	Puducherry & Karaikal Region - Men	80.00	-	80.00
		Puducherry & Karaikal Region - Women	70.00		70.00
3	Agriculture Yanam Region	Yanam Region	55.00	-	55.00
4	Automobile Workshops	-	299.70	9.00	308.70
5	Bakeries and Biscuit Manufactory	-	206.00	6.24	212.24
6	Bricks & Tiles Manufactory	-	174.00	17.25	191.25
7	Building Operations	-	674.00	-	674.00
8	Carpentry and Blacksmithy	-	287.00	52.69	339.69
9	Chemical Industry	-	285.90	9.00	294.90
10	Detergent Industries	-	295.00	9.20	304.20
11	Electronics Industry	-	293.70	5.50	299.20
12	General Engineering & Fabrication	-	336.00	10.40	346.40
13	Hospitals & Nursing Homes	-	287.90	8.80	296.70
14	Hotels & Restaurants	-	320.20	10.80	331.00
15	Loading and Unloading Operations	-	149.00	18.00	167.00
16	Oil Mills	-	300.00	13.40	313.40
17	Paper & Paper Products Industry	-	227.80	7.00	234.80
18	Plastic Industry	-	290.70	8.90	299.60
19	Printing Press	-	422.26	-	422.26
20	Private Educational Institutions	-	156.70	13.30	170.00
21	Public Motor Transport	-	623.19	-	623.19
22	Rice, Flour and Dal Mills	-	283.00	5.25	288.25
23	Security Guards	-	246.20	7.40	253.60
24	Shops & Esstt.	-	258.40	4.60	263.00
26	Sweeping and Cleaning	-	166.00	104.00	270.00
27	Tailoring Industry	-	301.20	34.61	335.81
28	Taxies and Auto Drivers	-	450.00	51.80	501.80
29	Domestic Workes	-	137.00	11.53	148.53
30	Distribution of petroleum gas cylinders	-	255.40	49.80	305.20
31	Pharmaceuticals	-	414.00	87.20	501.20
32	Leather Goods Manufactory	-	244.50	55.00	299.50
33	Food Processing Industries	-	277.60	32.42	310.02

TABLE 4

**NUMBER OF SCHEDULED EMPLOYMENTS IN CENTRAL SPHERE/
STATE/U.T'S AND RANGE OF MINIMUM WAGES AS ON 31-12-2023**

SR. NO.	CENTRAL GOVERNMENT/ STATES/UNION TERRITORIES	NO OF SCHEDULED EMPLOYMENTS IN WHICH MINIMUM WAGES FIXED/ REVISED	RANGE OF MINIMUM WAGES PER DAY (RS.)		RANGE (Max-Min)
			MIN.	MAX.	
1	2	3	4	5	6
1	C.L.C.(Central)	45	408.00	992.00	584.00
2	Andhra Pradesh	74	69.27	562.48	493.21
3	Arunachal Pradesh	30	200.00	220.00	20.00
4	Assam	103	336.57	614.15	277.58
5	Bihar	88	292.00	395.00	103.00
6	Chhattisgarh	46	284.67	408.46	123.79
7	Goa	20	518.00	518.00	0.00
8	Gujarat	56	256.00	473.00	217.00
9	Haryana	50	410.05	410.05	0.00
10	Himachal Pradesh	20	375.00	375.00	0.00
11	Jammu & Kashmir	46	311.00	311.00	0.00
12	Jharkhand	77	352.38	352.38	0.00
13	Karnataka	82	360.77	691.52	330.75
14	Kerala	83	368.19	940.27	572.48
15	Madhya Pradesh	71	377.88	377.88	0.00
16	Maharashtra	66	285.08	775.65	490.57
17	Meghalaya	29	402.00	402.00	0.00
18	Manipur	24	225.00	225.00	0.00
19	Mizoram	04	380.00	420.00	40.00
20	Nagaland	19	176.00	176.00	0.00
21	Odisha	89	352.00	352.00	0.00
22	Punjab	76	412.95	412.95	0.00
23	Rajasthan	62	259.00	333.00	74.00
24	Sikkim	26	500.00	500.00	0.00
25	Tamil Nadu	83	229.00	873.45	644.45
26	Tripura	19	116.20	531.31	415.11
27	Telangana	73	104.00	575.00	471.00
28	Uttarakhand	58	265.38	414.35	148.97
29	Uttar Pradesh	77	308.31	395.19	86.88
30	West Bengal	79	302.00	377.00	75.00
31	A. & N. Islands	07	538.00	538.00	0.00
32	Chandigarh	44	525.00	525.00	0.00
33	D & N Haveli	56	441.00	441.00	0.00
34	Daman & Diu	72	441.00	441.00	0.00
35	Delhi	29	672.85	672.85	0.00
36	Lakshadweep	09	324.80	324.80	0.00
37	Puducherry	33	55.00	674.00	619.00

Source: Annual Returns/reports under the Minimum Wages Act, 1948 for the year 2023

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
1	Agarbati Manufacturing/ Incense and Incense Sticks	1	Assam	336.57
		2	Bihar	378.00
		3	Chhatisgarh	Piece Rated
		4	Dadra and Nagar Haveli	441.00
		5	Gujarat	Piece Rated
		6	Karnataka	426.74
		7	Madhya Pradesh	377.88
		8	Odisha	352.00
		9	Tamilnadu	433.38
		10	Tripura	267.38
2	Advocates or Attorneys	1	Madhya Pradesh	377.88
		2	Maharashtra	570.73
3	Agarwood Industry	1	Assam	336.57
4	Agricultural Implements, Machine Tools and General Engineering including Electrical goods Industry	1	Haryana	410.05
		2	Chandigarh	525.00
		3	Dadra and Nagar Haveli	441.00
		4	Jammu & Kashmir	311.00
		5	Punjab	412.95
5	Agriculture	1	C.L.C (Central)	433.00
		2	A & N Islands	538.00
		3	Andhra Pradesh	340.75
		4	Arunachal Pradesh	200.00
		5	Assam	336.57
		6	Bihar	292.00
		7	Chandigarh	525.00
		8	Chhatisgarh	284.67
		9	Dadra and Nagar Haveli	441.00
		10	Daman and Diu	441.00
		11	Delhi	672.85
		12	Goa	518.00
		13	Gujarat	375.00
		14	Haryana	410.05
		15	Himachal Pradesh	375.00
		16	Jammu & Kashmir	311.00
		17	Jharkhand	352.38
		18	Karnataka	484.11
		19	Kerala	582.00
		20	Lakshadweep	324.80
		21	Madhya Pradesh	377.88
		22	Maharashtra	285.08
		23	Manipur	225.00
		24	Meghalaya	402.00
		25	Nagaland	176.00
		26	Odisha	352.00
		27	Puducherry	55.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
		28	Punjab	412.95
		29	Rajasthan	259.00
		30	Tamilnadu	229.00
		31	Telangana	335.00
		32	Tripura	401.80
		33	Uttarakhand	265.38
		34	West Bengal	302.00
6	Ahatas attached to Wine and Liquor shops or Ahatas attached to Beverages Shops except Soft Drinks and Carbonated Water	1	Punjab	412.95
7	Aluminium Industry	1	Assam	336.57
		2	Bihar	395.00
		3	Jharkhand	352.38
8	Aluminium and Tin Products	1	Kerala	624.31
9	Animal Husbandry and Veterinary	1	Meghalaya	402.00
		2	Lakshadweep	324.80
		3	Nagaland	176.00
		4	Sikkim	500.00
10	Any Manufacturing Process as defined under section 2(k)/2(a)2(m) of the Factories Act, 1948	1	Andhra Pradesh	456.30
		2	Chhatisgarh	388.46
		3	Dadra and Nagar Haveli	441.00
		4	Gujarat	462.00
		5	Haryana	410.05
		6	Punjab	412.95
		7	Telangana	467.00
11	Aerated Water Manufactory	1	Andhra Pradesh	335.15
		2	Chandigarh	525.00
		3	Karnataka	515.95
		4	Tamilnadu	364.69
		5	Telangana	342.00
		6	Uttar Pradesh	395.19
		7	Uttarakhand	384.62
12	Appalam Manufactory	1	Tamilnadu	546.18
13	Apprentices in Textile Mills	1	Tamilnadu	512.20
14	Areca nut (Supari)	1	Karnataka	494.11
15	Asbestos Mines	1	C.L.C (Central)	504.00
16	Asbestos/ Cement Factory/Cement Products	1	Assam	336.57

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
		2	Bihar	395.00
		3	Chandigarh	525.00
		4	Haryana	410.05
		5	Jharkhand	352.38
		6	Madhya Pradesh	377.88
		7	Uttar Pradesh	395.19
		8	Uttarakhand	381.27
17	Automobile Engineering Workshops/Auto Body Fabrication/Automobile Repairing	1	Andhra Pradesh	482.23
		2	Bihar	395.00
		3	Chandigarh	525.00
		4	Dadra and Nagar Haveli	441.00
		5	Daman and Diu	441.00
		6	Delhi	672.85
		7	Goa	518.00
		8	Gujarat	462.00
		9	Haryana	410.05
		10	Jammu & Kashmir	311.00
		11	Jharkhand	352.38
		12	Karnataka	470.28
		13	Madhya Pradesh	377.88
		14	Odisha	352.00
		15	Puducherry	308.70
		16	Punjab	412.95
		17	Rajasthan	259.00
		18	Sikkim	500.00
		19	Tamilnadu	555.30
		20	Telangana	494.00
		21	Uttar Pradesh	395.19
		22	Uttarakhand	385.81
		23	West Bengal	343.00
18	Autorickshaw/Taxi Drivers, etc.	1	Madhya Pradesh	377.88
		2	Puducherry	501.80
		3	Rajasthan	259.00
		4	Tamilnadu	873.45
		5	Tripura	145.21
		6	Uttar Pradesh	395.19
19	Ayurvedic/Allopathic & Unani Pharmacy	1	Haryana	410.05
		2	Karnataka	470.11
		3	Kerala	484.69
		4	Odisha	352.00
		5	Punjab	412.95
		6	Uttar Pradesh	395.19
		7	Uttarakhand	Allopathic 385.81
				Unani 381.04

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
20	Bakery / Baking Process including Biscuits/Confectionery	1	Andhra Pradesh	402.5
		2	Assam	336.57
		3	Bihar	395.00
		4	Chandigarh	525.00
		5	Dadra and Nagar Haveli	441.00
		6	Daman and Diu	441.00
		7	Delhi	672.85
		8	Gujarat	462.00
		9	Haryana	410.05
		10	Jharkhand	352.38
		11	Karnataka	Bakery 494.11
				Biscuits 494.11
				Confectionery 494.11
		12	Madhya Pradesh	377.88
		13	Maharashtra	465.46
		14	Meghalaya	402.00
		15	Odisha	352.00
		16	Puducherry	212.24
		17	Punjab	412.95
		18	Sikkim	500.00
		19	Tamilnadu	447.80
		20	Telangana	411.00
		21	Uttar Pradesh	395.19
		22	Uttarakhand	381.27
		23	West Bengal	343.00
21	Bamboo Forest Establishments	1	Odisha	352.00
22	Barytes Mines	1	C.L.C (Central)	504.00
23	Bauxite Mines	1	C.L.C (Central)	504.00
24	Employment in Sugarcane cutting & Loading	1	Gujarat	Piece Rated
25	Beedi Leaf Plucking	1	West Bengal	302.00
26	Beverages / Distilleries Manufacturing and Vending Estt.	1	Andhra Pradesh	492.52
		2	Assam	336.57
		3	Bihar	395.00
		4	Goa	518.00
		5	Karnataka	470.28
		6	Odisha	352.00
		7	Tamilnadu	738.34
		8	Telangana	504.00
		9	West Bengal	343.00
27	Betal Vines	1	Andhra Pradesh	462.49
		2	Telangana	463.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
28	Biscuit Manufacturing	1	Assam	336.57
		2	Bihar	395.00
		3	Jharkhand	352.38
		4	West Bengal	343.00
29	Blacksmith	1	Assam	336.57
		2	Puducherry	339.69
		3	Tamilnadu	696.15
30	Bleaching and Dyeing Industry	1	Tamilnadu	485.11
31	Bobin Industry	1	Gujarat	462.00
32	Bone Crushing Industry	1	Chhatisgarh	388.46
		2	Gujarat	462.00
		3	Madhya Pradesh	377.88
		4	West Bengal	343.00
33	Book Selling/Exercise Books & Binding	1	Bihar	395.00
		2	Chandigarh	525.00
		3	Daman and Diu	441.00
		4	Jharkhand	352.38
		5	Maharashtra	384.31
		6	Punjab	412.95
		7	Uttar Pradesh	395.19
		8	Uttarakhand	381.27
34	Bought Tea Leaf Factory	1	Assam	336.57
		2	Tamilnadu	365.04
		3	West Bengal	343.00
35	Brass and Copper Industry	1	Karnataka	494.11
		2	Uttar Pradesh	395.19
36	Brick Making and Brick Kiln	1	Andhra Pradesh	385.72
		2	Assam	336.57
		3	Bihar	395.00
		4	Chandigarh	525.00
		5	Chhatisgarh	388.46
		6	Delhi	672.85
		7	Goa	518.00
		8	Gujarat	383.00
		9	Haryana	410.05
		10	Jammu & Kashmir	311.00
		11	Karnataka	494.11
		12	Kerala	690.50
		13	Madhya Pradesh	377.88
		14	Manipur	225.00
		15	Puducherry	191.25
		16	Punjab	412.95
		17	Rajasthan	259.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
		18	Tamilnadu	419.10
		19	Telangana	394.00
		20	Uttar Pradesh	395.19
		21	Uttarakhand	346.77
		22	West Bengal	302.00
37	Brick or Roof Tiles	1	Dadra and Nagar Haveli	441.00
		2	Daman and Diu	441.00
		3	Maharashtra	470.85
38	Buffalo and Cow Milk Premises	1	Daman and Diu	441.00
		2	Dadra and Nagar Haveli	441.00
		3	Maharashtra	442.31
39	Building Material & Hardware/Operation	1	Chandigarh	525.00
		2	Puducherry	674.00
40	Cable Operator & Allied Service	1	Rajasthan	259.00
		2	Kerala	940.27
		3	Uttar Pradesh	395.19
41	Candle and Wax Industry	1	Assam	336.57
		2	Dadra and Nagar Haveli	441.00
		3	Meghalaya	402.00
42	Canteen and Clubs	1	Andhra Pradesh	349.49
		2	Assam	336.57
		3	Dadra and Nagar Haveli	441.00
		4	Daman and Diu	441.00
		5	Jharkhand	352.38
		6	Maharashtra	484.92
		7	Telangana	358.00
43	Woollen Spinning, Knitting and Weaving Factories or Cotton Spinning	1	Andhra Pradesh	302.58
		2	Manipur	225.00
		3	Rajasthan	259.00
44	Carpentry and Masonary	1	Assam	336.57
		2	Karnataka	494.11
		3	Puducherry	339.69
		4	Tamilnadu	696.15
45	Cashew Factories and Establishments	1	Andhra Pradesh	452.78
		2	Daman and Diu	441.00
		3	Goa	518.00
		4	Karnataka	464.98
		5	Kerala	368.19
		6	Maharashtra	427.23

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
		7	Odisha	352.00
		8	Tamilnadu	555.00
		9	Telangana	462.00
46	Cashew/Coconut/Cardamom Gardens	1	Andhra Pradesh	125.00
		2	Karnataka	494.11
		3	Telangana	125.00
47	Casting Industries	1	Chhatisgarh	388.46
		2	Uttar Pradesh	395.19
48	Casual /Master Roll Workers in Flood Control Department	1	Assam	336.57
		2	Mizoram	420.00
49	Casual Contingency Employees under Govt/Semi- Govt. Authorities.	1	Chhatisgarh	388.46
		2	Madhya Pradesh	377.88
		3	Nagaland	176.00
		4	Sikkim	500.00
50	Casual / Master Roll Workers	1	Assam	336.57
	Employed in Public Health Department			
		2	Rajasthan	259.00
51	Casual / Master Roll Workers in Irrigation Department	1	Assam	336.57
52	Cement and Hume Pipe/Cement Prestressed Product/Cement Products Industry	1	Andhra Pradesh	385.83
		2	Bihar	395.00
		3	Chhatisgarh	388.46
		4	Dadra and Nagar Haveli	441.00
		5	Gujarat	462.00
		6	Jharkhand	352.38
		7	Maharashtra	358.88
		8	Odisha	352.00
		9	Punjab	412.95
		10	Rajasthan	259.00
		11	Telangana	394.00
53	Cement Industry/Cement Working Establishments	1	Arunachal Pradesh	200.00
		2	Assam	336.57
		3	Chhatisgarh	388.46
		4	Daman and Diu	441.00
		5	Delhi	672.85
		6	Jammu & Kashmir	311.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
54	Chakki Mills	1	Assam	336.57
		2	West Bengal	343.00
55	Chemical and Distillery Industry	1	Chandigarh	525.00
		2	Haryana	410.05
		3	Karnataka	494.11
		4	Odisha	352.00
		5	Puducherry	294.90
		6	Punjab	412.95
		7	Tamilnadu	611.54
56	Chemical and Fertilizer Manufactory	1	Daman and Diu	441.00
		2	Madhya Pradesh	377.88
		3	Maharashtra	443.54
		4	Tamilnadu	546.45
57	Chemical/Medical Shop /Drugs and Pharmaceuticals Industry	1	Andhra Pradesh	442.41
		2	Assam	336.57
		3	Bihar	395.00
		4	Chhatisgarh	388.46
		5	Dadra and Nagar Haveli	441.00
		6	Daman and Diu	441.00
		7	Delhi	672.85
		8	Himachal Pradesh	375.00
		9	Jharkhand	352.38
		10	Kerala	Medical shop 529.69
				Pharmacist in medical shop 643.08
		11	Madhya Pradesh	377.88
		12	Maharashtra	546.50
		13	Rajasthan	259.00
		14	Tamilnadu	536.31
		15	Telangana	452.00
58	Chemist and Drug Shops	1	Chandigarh	525.00
59	Chicken Work Manufactory	1	Uttarakhand	381.27
		2	Uttar Pradesh	395.19
60	China Clay Mines	1	C.L.C (Central)	504.00
61	Chromite Mines	1	C.L.C (Central)	504.00
62	Charcoal Kilns	1	Daman and Diu	441.00
63	Employment in lock industry	1	Uttar Pradesh	395.19
64	Cinema / Theatre	1	Andhra Pradesh	453.02
		2	Assam	336.57
		3	Arunachal Pradesh	200.00
		4	Bihar	395.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
		5	Chandigarh	525.00
		6	Dadra and Nagar Haveli	441.00
		7	Daman and Diu	441.00
		8	Goa	518.00
		9	Haryana	410.05
		10	Jharkhand	352.38
		11	Kerala	695.85
		12	Madhya Pradesh	377.88
		13	Maharashtra	391.35
		14	Odisha	352.00
		15	Punjab	412.95
		16	Rajasthan	259.00
		17	Sikkim	500.00
		18	Tamilnadu	754.14
		19	Telangana	463.00
		20	Uttar Pradesh	395.19
		21	Uttarakhand	i) More than 2 lakhs 385.81
				ii) Less than 2 lakhs 381.27
		22	West Bengal	343.00
65	Clay Mines	1	C.L.C (Central)	504.00
66	Clay Pottery	1	Odisha	352.00
67	Cleaner	1	Assam	336.57
68	Clubs & Canteens	1	Delhi	672.85
		2	Karnataka	515.96
		3	Madhya Pradesh	377.88
		4	Uttar Pradesh	395.19
		5	Uttarakhand	381.27
69	Cloth Dyings Polishing	1	Daman and Diu	441.00
		2	Karnataka	456.15
70	Coaching Academics including nursing and English Medium Schools and Technical Institutes	1	Assam	336.57
		2	Tamilnadu	399.46
71	Chartered / Cost Accountants, Auditors, Tax consultancy and Architects	1	Andhra Pradesh	486.35
		2	Jharkhand	352.38
		3	Kerala	433.95
		4	Telangana	498.00
		5	West Bengal	376.00
72	Coal Briquette Industry	1	Bihar	395.00
		2	Jharkhand	352.38
		3	Odisha	352.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
73	Coconut Peeling / Copra Making	1	Tamilnadu	462.15
		2	Kerala	409.32
74	Coffee Curing and Rubber Plantation	1	Andhra Pradesh	320.99
		2	Assam	336.57
		3	Karnataka	493.98
		4	Tamilnadu	417.60
		5	Telangana	328.00
75	Coke (Fuel)/Hard Coke Industry	1	Bihar	395.00
		2	Chhatisgarh	388.46
		3	Jharkhand	352.38
		4	Madhya Pradesh	377.88
		5	Odisha	352.00
76	Cold Storage	1	Bihar	395.00
		2	Jharkhand	352.38
		3	Madhya Pradesh	377.88
		4	Nagaland	176.00
		5	Rajasthan	259.00
		6	Uttar Pradesh	395.19
		7	Uttarakhand	381.27
		8	West Bengal	343.00
77	Collection of Sal Seeds	1	Odisha	352.00
78	Colleges and Research Stations under the Tamilnadu	1	Tamilnadu	229.00
79	Computer Coaching Institutes	1	Jharkhand	352.38
80	Computer Hardware Industry and services	1	Rajasthan	259.00
		2	Uttar Pradesh	395.19
81	Computer Software	1	Kerala	757.38
82	Commercial or Industrial Establishments engaged in Commercial manufacturing and service activities.	1	Goa	518.00
		2	Uttarakhand	i) More than 1 lakh People in City 385.81
				ii) Less than 1 lakh People in City 381.27
83	Construction & Maintenance of Runways	1	C.L.C (Central)	504.00
84	Construction of Dams, Irrigation Works	1	Andhra Pradesh	442.72
		2	Bihar	395.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
		3	Jharkhand	352.38
		4	Kerala	782.00
		5	Madhya Pradesh	377.88
		6	Manipur	225.00
		7	Odisha	352.00
		8	Telangana	452.00
		9	Uttar Pradesh	395.19
		10	Uttarakhand	384.62
85	Construction/ Maintenance of Buildings/Roads	1	A & N Islands	538.00
		2	Andhra Pradesh	425.98
		3	Arunachal Pradesh	200.00
		4	Assam	336.57
		5	Bihar	395.00
		6	C.L.C (Central)	504.00
		7	Chandigarh	525.00
		8	Chhatisgarh	388.46
		9	Dadra and Nagar Haveli	441.00
		10	Daman and Diu	441.00
		11	Delhi	672.85
		12	Goa	518.00
		13	Gujarat	462.00
		14	Haryana	410.05
		15	Himachal Pradesh	375.00
		16	Jammu & Kashmir	311.00
		17	Jharkhand	352.38
		18	Karnataka	470.28
		19	Madhya Pradesh	377.88
		20	Maharashtra	708.92
		21	Manipur	225.00
		22	Meghalaya	402.00
		23	Mizoram	420.00
		24	Nagaland	176.00
		25	Odisha	352.00
		26	Punjab	412.95
		27	Rajasthan	259.00
		28	Sikkim	500.00
		29	Tamilnadu	856.35
		30	Telangana	436.00
		31	Tripura	304.20
		32	Uttar Pradesh	395.19
		33	Uttarakhand	384.62
		34	West Bengal	376.00
86	Construction of Pandals	1	Tamilnadu	398.25
87	Contract Estt. Of the Forest Deptt.	1	Punjab	412.95
		2	Haryana	410.05
		3	Chandigarh	525.00
		4	Assam	336.57

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
88	Co-operative Sector / Banks	1	Assam	336.57
		2	Bihar	395.00
		3	Haryana	410.05
		4	Madhya Pradesh	377.88
		5	Odisha	352.00
89	Co-operative Consumer Societies	1	Assam	336.57
		2	Madhya Pradesh	377.88
		3	Odisha	352.00
		4	Rajasthan	259.00
		5	West Bengal	343.00
90	Co-operative Marketing Societies	1	Andhra Pradesh	406.44
		2	Assam	336.57
		3	Jharkhand	352.38
		4	Madhya Pradesh	377.88
		5	Rajasthan	259.00
		6	Telangana	416.00
91	Copper Mines	1	C.L.C (Central)	504.00
92	Cotton Textiles Mills	1	Assam	336.57
93	Cotton Dyeing, Printing & Washing Factories/Cloth Dyeing and Printing	1	Rajasthan	259.00
94	Cotton Ginning and Pressing	1	Andhra Pradesh	487.96
		2	Dadra and Nagar Haveli	441.00
		3	Daman and Diu	441.00
		4	Goa	518.00
		5	Gujarat	462.00
		6	Haryana	410.05
		7	Karnataka	476.99
		8	Madhya Pradesh	377.88
		9	Maharashtra	419.35
		10	Odisha	352.00
		11	Punjab	412.95
		12	Rajasthan	259.00
		13	Tamilnadu	542.62
		14	Telangana	499.00
95	Cotton Carpet Weaving Establishments	1	Andhra Pradesh	433.00
		2	Odisha	352.00
		3	Telangana	443.00
96	Cotton Waste Spinning Factories	1	Rajasthan	259.00
		2	Tamilnadu	542.62
97	Courier Service	1	Bihar	395.00
		2	Madhya Pradesh	377.88
		3	West Bengal	343.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
98	Coir Manufactory	1	Kerala	Piece Rated
		2	Odisha	352.00
		3	Tamilnadu	443.00
99	Crystal/ Diamond Cutting Polishing	1	Karnataka	494.11
		2	Kerala	601.23
100	Cycle Industry/Cycle Repairing/Mechanic Workshops	1	Maharashtra	423.00
		2	Daman and Diu	441.00
101	Data Processing	1	Madhya Pradesh	377.88
102	Distrilleries and Brewing Units	1	Arunachal Pradesh	200.00
		2	Assam	336.57
		3	Jammu & Kashmir	311.00
		4	Jharkhand	352.38
		5	Kerala	687.00
		6	Madhya Pradesh	377.88
		7	Sikkim	500.00
103	Dairy and Poultry Farms	1	Andhra Pradesh	435.95
		2	Assam	336.57
		3	Bihar	395.00
		4	Daman and Diu	441.00
		5	Jharkhand	352.38
		6	Maharashtra	440.08
		7	Punjab	412.95
		8	Sikkim	500.00
		9	Telangana	436.00
104	Dairy and Dairy Products	1	Chandigarh	525.00
		2	Delhi	672.85
		3	Haryana	410.05
		4	Madhya Pradesh	377.88
		5	Uttar Pradesh	395.19
		6	Uttarakhand	384.62
105	Dealer in Medicines and Chemicals	1	Punjab	412.95
106	Decoration/Decoration of Pandals	1	Jharkhand	352.38
		2	West Bengal	343.00
107	Dispensaries	1	Assam	336.57
		2	Daman and Diu	441.00
		3	Gujarat	462.00
		4	Maharashtra	553.23
108	Development Corporation	1	Lakshadweep	324.80
109	Dolomite Mines	1	C.L.C (Central)	504.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
110	Domestic Workers	1	Andhra Pradesh	359.56
		2	Assam	352.82
		3	Bihar	363.19
		4	Dadra and Nagar Haveli	441.00
		5	Haryana	410.05
		6	Himachal Pradesh	375.00
		7	Karnataka	489.70
		8	Kerala	565.15
		9	Manipur	225.00
		10	Meghalaya	402.00
		11	Mizoram	Wages yet to be fixed
		12	Odisha	Fixed Separately
		13	Puducherry	148.53
		14	Punjab	412.95
		15	Rajasthan	283.00
		16	Tamilnadu	394.72
		17	Telangana	368.00
		18	Tripura	116.20
		19	Uttar Pradesh	395.19
111	Dafti, Card Board, Mill Board, Corrugated Board, Gatta Board Manufactory	1	Bihar	395.00
		2	Jharkhand	352.38
		3	Maharashtra	394.15
112	Drilling Operation and Maintenance of Tube Wells	1	Dadra and Nagar Haveli	441.00
113	Dye and Chemical	1	Maharashtra	402.62
114	Earth Cutting Operation	1	Assam	336.57
		2	Bihar	395.00
115	Educational /Coaching Institutions	1	Arunachal Pradesh	200.00
		2	Chhatisgarh	388.46
		3	Delhi	672.85
		4	Madhya Pradesh	377.88
116	Edible Oil Workers	1	Assam	336.57
117	Walnut Processing Unit	1	Jammu & Kashmir	311.00
118	Electricity Generation and Distribution	1	Jharkhand	352.38
		2	Lakshadweep	324.80
		3	Manipur	225.00
		4	Meghalaya	402.00
		5	Rajasthan	259.00
119	Electro Casting Industry	1	Bihar	395.00

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SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
120	Electronic Electroplating (Electronic Industry)	1	Karnataka	515.95
121	Electronic/Electric/Electrical Industry, Sale and Distribution/SEEPZ	1	Andhra Pradesh	435.82
		2	Bihar	395.00
		3	Chandigarh	525.00
		4	Dadra and Nagar Haveli	441.00
		5	Karnataka	515.95
		6	Kerala	435.11
		7	Madhya Pradesh	377.88
		8	Maharashtra	435.54
		9	Puducherry	299.20
		10	Punjab	412.95
		11	Sikkim	500.00
		12	Tamilnadu	532.15
		13	Telangana	446.00
122	Electric and other type of Bulb and Florence Tube Manufacture Industry	1	Bihar	395.00
		2	Jharkhand	352.38
		3	Odisha	352.00
123	Electric Equipments/Home Appliances and operation of software system	1	Kerala	685.38
124	Electronics and Allied or Incidental Industries	1	Dadra and Nagar Haveli	441.00
		2	Gujarat	462.00
		3	Haryana	410.05
		4	Jharkhand	352.38
125	Electroplating / Buffing / Polishing	1	Chandigarh	525.00
		2	Haryana	410.05
		3	Punjab	412.95
126	Employment in any Bank	1	Arunachal Pradesh	200.00
127	Employment in Electricity Board	1	Assam	336.57
		2	Odisha	352.00
128	Employment in Non-Government Organisation and Voluntary Social Organisation	1	Odisha	352.00
		2	Uttar Pradesh	395.19
129	Employment under any Govt. Authority (Casual Contingency Employee)/Contract worker in Government Department	1	Arunachal Pradesh	200.00
		2	Chhatisgarh	336.67

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
		3	Meghalaya	402.00
		4	Odisha	352.00
130	Employment in Ornament making Polishing Repairing and selling Establishments	1	Punjab	412.95
131	Employment under any Gram Panchayat	1	Dadra and Nagar Haveli	441.00
		2	Gujarat	462.00
132	Employment in Dharamshalas	1	Uttarakhand	384.62
		2	Uttar Pradesh	395.19
133	Government or Semi Government Undertakings	1	Punjab	412.95
134	Employment in Toll Plaza Establishments	1	Himachal Pradesh	375.00
		2	Punjab	412.95
135	Employment in White Clay Mines	1	C.L.C (Central)	504.00
136	Employment in Laying of Under-ground Electric Lines, Water Supply Lines and Sewerage Pipe Lines, etc.	1	C.L.C (Central)	504.00
		2	Jharkhand	352.38
		3	Nagaland	176.00
		4	Odisha	352.00
137	Employment in registered Factories not elsewhere classified	1	Delhi	672.85
		2	Karnataka	494.11
		3	Meghalaya	402.00
		4	Mizoram	420.00
		5	Rajasthan	259.00
		6	Uttar Pradesh	395.19
		7	Uttarakhand	384.62
138	Employment in Zoo and places where caring of Wild Animals is done.	1	Punjab	412.95
139	Employment of non-teaching staff in Private Non-grant-aided educational institutions	1	Andhra Pradesh	415.63
		2	Gujarat	462.00
		3	Jammu & Kashmir	311.00
		4	Kerala	582.38
		5	Manipur	225.00
		6	Odisha	352.00
		7	Telangana	432.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
140	Employment of Sailors	1	Bihar	378.00
141	Employment of Bus and Truck Driver/Conductor and Cleaners	1	Jharkhand	352.38
142	Employment in Malls and Shopping Complexes Establishments	1	Punjab	412.95
		2	West Bengal	343.00
143	Employment in Building and other constructions work establishments as defined in clause (d) of sub-section(1) of section 2 of the Building and Other Construction Workers (Regulation of Employment and conditions of Service) Act, 1996.	1	Punjab	412.95
144	Engineering Industries including Motor Garage Workers	1	Assam	336.57
		2	Chhatisgarh	388.46
		3	Himachal Pradesh	300.00
		4	Karnataka	494.11
		5	Madhya Pradesh	377.88
		6	Maharashtra	532.65
		7	Meghalaya	402.00
		8	Rajasthan	259.00
		9	Sikkim	500.00
145	Engineering Industry employing less than 50 workers	1	Bihar	395.00
		2	Uttarakhand	384.62
		3	Uttar Pradesh	395.19
		4	West Bengal	343.00
146	Engineering Industry employing more than 50 workers	1	Bihar	395.00
147	Establishments defined under Section 2(1)(VII) of Shops and Commercial Establishments Act, 1958	1	Chandigarh	525.00
		2	Kerala	487.00
		3	Punjab	412.95
148	Establishments with manufacturing Process as defined in clause (k) of Section 2 of Factories Act, 1948	1	Himachal Pradesh	375.00
		2	Chandigarh	525.00
		3	Madhya Pradesh	377.88
		4	Punjab	412.95
		5	West Bengal	343.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
149	Excavation	1	Madhya Pradesh	377.88
150	Employment in any factory as defined under Clause (m) or Section 2 of Factories Act, 1948 (LXIII of 1948), not covered by any of the entries	1	Daman and Diu	441.00
		2	Nagaland	176.00
151	Employment in Mobile tower	1	Jharkhand	352.38
152	Employment in Call Centres/ IT industries/ telecalling services etc	1	Uttar Pradesh	395.19
153	Shops and Commercial Establishments	1	Dadra and Nagar Haveli	441.00
		2	Jharkhand	352.38
		3	Madhya Pradesh	377.88
		4	Maharashtra	442.54
		5	Punjab	412.95
		6	Uttar Pradesh	395.19
		7	West Bengal	343.00
154	Felspar Mines	1	C.L.C (Central)	504.00
155	Ferro Alloys Industries	1	Sikkim	500.00
		2	West Bengal	376.00
156	Film Production/Motion Picture/Studios, Distribution and Publicity	1	Assam	336.57
		2	Daman and Diu	441.00
		3	Gujarat	462.00
		4	Karnataka	470.11
		5	Kerala	564.80
		6	Maharashtra	481.58
157	Fisheries/Fishing/Sea Food/Fish Peeling and Canning	1	Andhra Pradesh	409.87
		2	Assam	336.57
		3	Bihar	395.00
		4	Gujarat	462.00
		5	Jharkhand	352.38
		6	Karnataka	543.45
		7	Kerala	497.85
		8	Lakshadweep	324.80
		9	Odisha	352.00
		10	Telangana	419.00
		11	West Bengal	302.00
158	Fire Clay Mines	1	C.L.C (Central)	504.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
159	Zardosi Works	1	Gujarat	462.00
160	Food Processing/Food Preservation/ Food Products/ Food Agencies	1	Assam	336.57
		2	Chhatisgarh	388.46
		3	Jammu & Kashmir	311.00
		4	Karnataka	515.95
		5	Kerala	608.54
		6	Madhya Pradesh	377.88
		7	Puducherry	310.02
		8	Punjab	412.95
		9	Tamilnadu	441.08
161	Forestry /Timbering Operations & Social Forestry/Forest Produce	1	Assam	336.57
		2	Andhra Pradesh	69.27
		3	Arunachal Pradesh	200.00
		4	Bihar	395.00
		5	Chhatisgarh	388.46
		6	Dadra and Nagar Haveli	441.00
		7	Daman and Diu	441.00
		8	Gujarat	462.00
		9	Haryana	410.05
		10	Himachal Pradesh	375.00
		11	Jammu & Kashmir	311.00
		12	Kerala	801.00
		13	Madhya Pradesh	377.88
		14	Maharashtra	447.96
		15	Meghalaya	402.00
		16	Nagaland	176.00
		17	Odisha	352.00
		18	Punjab	412.95
		19	Sikkim	500.00
		20	Tamilnadu	612.45
		21	Telangana	104.00
		22	Uttar Pradesh	395.19
		23	Uttarakhand	Category A,B & C 382
		24	West Bengal	302.00
162	Foundries with or without attached Machine shops	1	Bihar	395.00
		2	Chandigarh	525.00
		3	Delhi	672.85
		4	Haryana	410.05
		5	Karnataka	470.28
		6	Odisha	352.00
		7	Punjab	412.95
		8	Rajasthan	259.00
		9	Telangana	422.00
		10	Uttarakhand	384.62
163	Fountain Pens	1	Maharashtra	485.42

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
		2	Daman and Diu	441.00
		3	West Bengal	343.00
164	Footwear making Industry	1	Andhra Pradesh	354.81
		2	Tamilnadu	376.27
		3	Kerala	597.00
165	Fruit Preservation /Fruit Juice	1	Assam	336.57
		2	Meghalaya	402.00
		3	Uttar Pradesh	395.19
		4	Uttarakhand	384.62
166	Furniture Industry	1	Kerala	722.00
		2	Meghalaya	402.00
167	General Engineering	1	Andhra Pradesh	412.61
		2	Daman and Diu	441.00
		3	Jammu & Kashmir	311.00
		4	Puducherry	346.40
		5	Tamilnadu	510.73
168	Glass /Chinaware Industry/Bangles	1	Andhra Pradesh	425.83
		2	Bihar	395.00
		3	Dadra and Nagar Haveli	441.00
		4	Daman and Diu	441.00
		5	Haryana	410.05
		6	Jharkhand	352.38
		7	Karnataka	470.28
		8	Maharashtra	484.92
		9	Odisha	352.00
		10	Rajasthan	298.58
		11	Telangana	435.00
		12	Uttar Pradesh	352.69
		13	West Bengal	343.00
169	Glass Sheet Manufacturing	1	Bihar	395.00
		2	Jharkhand	352.38
170	Godowns	1	West Bengal	343.00
171	Gold and Silver Ornaments and Gold Coating/Covering/Jewellery	1	Andhra Pradesh	425.98
		2	Assam	336.57
		3	Bihar	395.00
		4	Jharkhand	352.38
		5	Kerala	552.00
		6	Madhya Pradesh	377.88
		7	Maharashtra	447.38
		8	Odisha	352.00
		9	Tamilnadu	756.50
		10	Telangana	436.00
		11	West Bengal	343.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
172	Goldsmith	1	Assam	336.57
		2	Tripura	289.62
173	Gota Kinari Industry	1	Rajasthan	259.00
174	Government Offices contingency and works	1	Rajasthan	259.00
175	Granite Mines	1	C.L.C (Central)	504.00
176	Granite Stones and Marbles Industry	1	Karnataka	494.11
		2	Kerala	722.00
		3	Tamilnadu	763.20
177	Graphite Mines and Graphite Industries	1	C.L.C (Central)	504.00
		2	Odisha	352.00
178	Grass Cutting /Wood Cutting	1	Assam	336.57
		2	Chandigarh	525.00
		3	Daman and Diu	441.00
179	Gravel Mines	1	C.L.C (Central)	504.00
180	Grill Industry	1	Sikkim	500.00
181	Grinding and crushing of mineral ore	1	Jharkhand	352.38
182	Gun Factories/Arms and Ammunition	1	Bihar	395.00
		2	Jharkhand	352.38
183	Gunny Industry	1	Tamilnadu	659.00
184	Gypsum Mines	1	C.L.C (Central)	504.00
185	Hair Cutting Saloon	1	Assam	336.57
		2	Bihar	395.00
		3	Chandigarh	525.00
		4	Daman and Diu	441.00
		5	Jammu & Kashmir	311.00
		6	Madhya Pradesh	377.88
		7	Maharashtra	473.38
		8	Punjab	412.95
		9	Uttar Pradesh	395.19
		10	West Bengal	343.00
186	Handicraft	1	Assam	336.57
		2	Kerala	702.00
187	Handloom Weaving Establishment Additional	1	Andhra Pradesh	314.80

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
		2	Assam	336.57
		3	Jharkhand	352.38
		4	Odisha	352.00
		5	Sikkim	500.00
		6	Tamilnadu	Piece Rated
		7	Telangana	321.00
		8	Uttar Pradesh	395.19
		9	Uttarakhand	384.85
		10	West Bengal	302.00
188	Handloom and Powerloom (Cotton)	1	Bihar	395.00
		2	Daman and Diu	441.00
		3	Karnataka	452.67
		4	Kerala	Handloom 538
				Monthly Paid Employee
				559.31
				Powerloom 595.50
		5	Madhya Pradesh	377.88
		6	Maharashtra	400.62
		7	Rajasthan	259.00
		8	Telangana	Piece Rated
189	Handloom Silk Weaving industry	1	Andhra Pradesh	306.38
		2	Tamilnadu	Piece Rated
		3	Telangana	Piece Rated
190	Handmade Paper and Paper Board	1	Daman and Diu	441.00
191	Handling and care of Elephants	1	Kerala	869.23
192	Helpers & Welder in Minor Engineering	1	Assam	336.57
		2	Jharkhand	352.38
		3	Kerala	632.00
193	Hematite Mines	1	C.L.C (Central)	504.00
194	Workshops	1	Jammu & Kashmir	311.00
195	Hill Produce Industry	1	Kerala	572.00
196	Horticulture	1	Andhra Pradesh	496.49
		2	Assam	336.57
		3	Nagaland	176.00
		4	Telangana	496.00
197	Hosiery	1	Bihar	395.00
		2	Gujarat	462.00
		3	Jharkhand	352.38
		4	Kerala	407.80
		5	Madhya Pradesh	377.88
		6	Odisha	352.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
		7	Tamilnadu	231.70
		8	Uttar Pradesh	395.19
		9	Uttarakhand	391.27
		10	West Bengal	343.00
198	Hospitals and Nursing Homes and Private Clinics	1	Andhra Pradesh	486.45
		2	Arunachal Pradesh	200.00
		3	Chhatisgarh	388.46
		4	Dadra and Nagar Haveli	441.00
		5	Daman and Diu	441.00
		6	Delhi	672.85
		7	Gujarat	462.00
		8	Haryana	410.05
		9	Himachal Pradesh	375.00
		10	Jharkhand	352.38
		11	Karnataka	470.28
		12	Kerala	783.53
		13	Madhya Pradesh	377.88
		14	Maharashtra	472.65
		15	Puducherry	296.70
		16	Tamilnadu	659.32
		17	Telangana	498.00
		18	West Bengal	343.00
199	Hostels of all colleges and all other educational institutions	1	Andhra Pradesh	519.93
		2	Karnataka	470.28
		3	Kerala	720.02
		4	Telangana	532.00
200	Hotels and Restaurants or Eating Houses covered by the schedule employments (shops & commercial Establishments)	1	Andhra Pradesh	432.83
		2	Arunachal Pradesh	200.00
		3	Assam	336.57
		4	Bihar	395.00
		5	Chandigarh	525.00
		6	Dadra and Nagar Haveli	441.00
		7	Daman and Diu	441.00
		8	Goa	518.00
		9	Gujarat	462.00
		10	Himachal Pradesh	375.00
		11	Jammu & Kashmir	311.00
		12	Jharkhand	352.38
		13	Karnataka	470.11
		14	Madhya Pradesh	377.88
		15	Maharashtra	484.92
		16	Meghalaya	402.00
		17	Nagaland	176.00
		18	Odisha	352.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
		19	Puducherry	331.00
		20	Punjab	412.95
		21	Rajasthan	259.00
		22	Sikkim	500.00
		23	Tamilnadu	511.74
		24	Telangana	443.00
		25	Uttarakhand	
			i) Less than 10 employees Area A	394.35
			ii) Less than 10 employees Area B	374.12
			i) 10 or more than 10 employees Area A	402.19
			ii) 10 or more than 10 employees Area B	382.23
			Star Hotel Area A	414.35
			Star Hotel Area B	402.19
		26	West Bengal	343.00
201	Hydro Electric Projects/ Power Plant	1	Assam	336.57
		2	Chhatisgarh	388.46
		3	Himachal Pradesh	375.00
		4	Sikkim	500.00
202	Ice Cream / Ice Candy Ice Products	1	Assam	336.57
		2	Bihar	395.00
		3	Jharkhand	352.38
		4	Uttar Pradesh	395.19
		5	Uttarakhand	381.27
		6	West Bengal	343.00
203	Ice Factory, Cold Drinks and Cold Storage	1	Assam	336.57
		2	Bihar	395.00
		3	Chandigarh	525.00
		4	Daman and Diu	441.00
		5	Delhi	672.85
		6	Jammu & Kashmir	311.00
		7	Jharkhand	352.38
		8	Karnataka	515.95
		9	Kerala	558.15
		10	Maharashtra	435.38
		11	Odisha	352.00
		12	Punjab	412.95
		13	Rajasthan	259.00
		14	Uttar Pradesh	395.19
		15	Uttarakhand	381.27
204	Industrial Engineering Establishments (more than 50 workers)	1	Gujarat	462.00
205	Industrial Engineering Establishments (less than 50 workers)	1	Gujarat	462.00
		2	Odisha	352.00
206	Industrial Establishments	1	Lakshadweep	324.80

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
207	Information Technology	1	Bihar	395.00
		2	West Bengal	343.00
208	Iron Foundry	1	Jharkhand	352.38
209	Iron Ore Mine	1	C.L.C (Central)	504.00
210	Irrigation Works	1	Chhatisgarh	388.46
		2	Rajasthan	259.00
211	Jari Industry/ Hand Embroidery & Jari	1	Daman and Diu	441.00
		2	Gujarat	383.00
		3	Tamilnadu	585.90
212	Jute and Coir Mills	1	Andhra Pradesh	505.67
		2	Assam	336.57
		3	Odisha	352.00
		4	Telangana	507.00
213	Jute Bailing Industry	1	Assam	336.57
		2	Bihar	395.00
214	Jute Patti Industry	1	Rajasthan	259.00
215	Kambal Industry	1	Chhatisgarh	388.46
216	Khadi & Village Industry	1	Assam	336.57
		2	Bihar	395.00
		3	Jharkhand	352.38
		4	Kerala	499.60
		5	Nagaland	176.00
		6	Odisha	352.00
		7	Rajasthan	259.00
217	Khandsari / Sugar Factories	1	Andhra Pradesh	443.18
		2	Bihar	395.00
		3	Chhatisgarh	388.46
		4	Daman and Diu	441.00
		5	Gujarat	462.00
		6	Haryana	410.05
		7	Jharkhand	352.38
		8	Karnataka	494.11
		9	Madhya Pradesh	377.88
		10	Telangana	453.00
		11	Uttar Pradesh	395.19
		12	Uttarakhand	381.27
218	Catechu Industry /Katha Industry	1	Madhya Pradesh	377.88
219	Kosa Industry	1	Chhatisgarh	388.46
		2	Madhya Pradesh	377.88

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
220	Kyanite Mines	1	C.L.C (Central)	504.00
221	Lac Manufacturing	1	Bihar	395.00
		2	Dadra and Nagar Haveli	441.00
		3	Daman and Diu	441.00
		4	Jammu & Kashmir	311.00
		5	West Bengal	302.00
222	Harbour Works	1	Lakshadweep	324.80
223	LAMPS/PACS/OMC	1	Tripura	228.99
224	Laterite Mines	1	C.L.C (Central)	504.00
225	Laundries / Dry Washing /Dyeing Plants	1	Bihar	395.00
		2	Daman and Diu	441.00
		3	Delhi	672.85
		4	Jharkhand	352.38
		5	Karnataka	470.11
		6	Maharashtra	484.92
		7	Odisha	352.00
		8	Punjab	412.95
		9	Tamilnadu	818.35
		10	Uttar Pradesh	395.19
		11	Uttarakhand	381.27
		12	West Bengal	343.00
226	Leather Industries	1	Odisha	352.00
		2	Sikkim	500.00
227	Libraries / Pvt. Libraries	1	Uttarakhand	More than 50,000 books 387.46
				15,000 to 50,000 books 384.62
				Less than 15,000 books 381.73
		2	Uttar Pradesh	395.19
228	Lignite Mines	1	C.L.C (Central)	504.00
229	Liquor trading and vending	1	Kerala	678.92
		2	Maharashtra	501.12
230	Lime Stone Industry/Kilns	1	Andhra Pradesh	320.1
		2	Chhatisgarh	388.46
		3	Madhya Pradesh	377.88
		4	Telangana	327.00
231	Loading and Unloading / Urea Bags/ River Sand Collection	1	C.L.C (Central)	504.00
		2	A & N Islands	538.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
		3	Arunachal Pradesh	200.00
		4	Assam	Piece Rated
		5	Bihar	395.00
		6	Kerala	Piece Rated
		7	Puducherry	167.00
		8	Tamilnadu	386.40
		9	Tripura	531.31
		10	West Bengal	343.00
232	Load carrying i.e. porter porting goods from one area to another area	1	Arunachal Pradesh	200.00
233	Local Authority/Municipality/Municipal Corporation/Gram Panchayat	1	Arunachal Pradesh	200.00
		2	Chhatisgarh	388.46
		3	Dadra and Nagar Haveli	441.00
		4	Daman and Diu	441.00
		5	Delhi	672.85
		6	Gujarat	462.00
		7	Haryana	410.05
		8	Jammu & Kashmir	311.00
		9	Karnataka	554.44
		10	Madhya Pradesh	377.88
		11	Maharashtra (Excluding Village Panchayat)	628.46
		12	Manipur	225.00
		13	Meghalaya	402.00
		14	Odisha	352.00
		15	Punjab	412.95
		16	Rajasthan	259.00
		17	Tamilnadu	455.92
234	LPG Distribution/Manufactory	1	Assam	336.57
		2	Kerala	573.15
		3	Odisha	352.00
		4	Rajasthan	259.00
		5	Uttar Pradesh	395.19
235	Mandi Mazdoors	1	Chhatisgarh	388.46
236	Magnesite Mines	1	C.L.C (Central)	504.00
237	Magnetite Mines	1	C.L.C (Central)	504.00
238	Maintenance of Silk Worm Plants in the Sericulture farms	1	Manipur	225.00
239	Mandakki Bhatti	1	Karnataka	494.11
240	Manganese Mines	1	C.L.C (Central)	504.00

TABLE 5
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SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
241	Manufacture of Containers and/or Boxes from Paper and/or Cardboard and/or Strawboard	1	Daman and Diu	441.00
242	Manufacture of Dolls and Toys and Brass and Bell Metal	1	Manipur	225.00
		2	Madhya Pradesh	377.88
		3	Odisha	352.00
		4	West Bengal	343.00
243	Manufacturing of Small/Miniature bulbs, Glass Products	1	Daman and Diu	441.00
		2	Maharashtra	484.92
		3	Uttar Pradesh	395.19
		4	Uttarakhand	381.27
244	Manufacture of Medicines and Hospital Equipments	1	Jammu & Kashmir	311.00
245	Manufacture of Ramraj Geru	1	Madhya Pradesh	377.88
246	Manufacture of Wood Products	1	A & N Islands	538.00
		2	Jammu & Kashmir	311.00
247	Manufacture assembling of Electronic Goods and Products	1	Goa	518.00
248	Manufacturing of Arms & Ammunition	1	Jammu & Kashmir	311.00
249	Manufacturing of Brush and Brooms	1	Odisha	352.00
250	Manufacturing of Leather Goods	1	Bihar	395.00
		2	Jharkhand	352.38
		3	Puducherry	299.50
		4	Tamilnadu	340.23
		5	Uttar Pradesh	395.19
		6	West Bengal	343.00
251	Manufacturing of Nails and Pins	1	Odisha	352.00
252	Marble and Calcite Mines	1	C.L.C (Central)	504.00
253	Mat Weaving and Basket Making	1	Tamilnadu	375.30
254	Match Manufacturing	1	Andhra Pradesh	352.22
		2	Assam	336.57
		3	Karnataka	360.77
		4	Kerala	542.00
		5	Odisha	352.00
		6	Tamilnadu	Match manufacturing 711.77
				Fire works 711.77

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
		7	Telangana	360.00
		8	Uttar Pradesh	395.19
		9	Uttarakhand	381.27
255	Meat Selling/ Meat products/ Feed plants	1	Chandigarh	525.00
		2	West Bengal	377.00
256	Mechanized Fish Catching/ Fishing activity including river deep sea fishing	1	Kerala	Piece Rated
		2	West Bengal	343.00
257	Medical Plants Plantation	1	West Bengal	302.00
258	Medical and Sales Representatives	1	Tamilnadu	532.85
259	Mesta used Twine Mills	1	Andhra Pradesh	219.38
		2	Telangana	224.00
260	Metal Rolling & Re-rolling (Ferrous)	1	Assam	336.57
		2	Chandigarh	525.00
		3	Haryana	410.05
		4	Jammu & Kashmir	311.00
		5	Karnataka	494.11
		6	Punjab	412.95
261	Metal Rolling / Re-rolling (Non-Ferrous)	1	Haryana	410.05
		2	Karnataka	494.11
		3	Punjab	412.95
262	Metal/Alloy Industry	1	Manipur	225.00
		2	Odisha	352.00
		3	Uttar Pradesh	395.19
		4	Uttarakhand	384.62
263	Metal Working Establishments	1	Delhi	672.85
264	Mica Mines	1	C.L.C (Central)	504.00
		2	Andhra Pradesh	429.84
		3	Telangana	439.00
265	Mica Works (Excluding Mines)	1	Bihar	395.00
		2	Dadra and Nagar Haveli	441.00
		3	Daman and Diu	441.00
		4	Jammu & Kashmir	311.00
		5	Jharkhand	352.38
		6	Rajasthan	259.00
266	Miday Meal Programme in Schools	1	Kerala	513.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
267	Milk Processing and Milk Products Manufacturing Establishments excluding Halwais shops	1	Punjab	412.95
268	Mineral Grinding/Crushing Industry	1	Bihar	395.00
		2	Jharkhand	352.38
269	Mines and Minerals/ Mining and Quarrying	1	Meghalaya	402.00
		2	Nagaland	176.00
270	Mini Cement Indusry	1	Andhra Pradesh	350.12
		2	Karnataka	515.95
		3	Telangana	358.00
271	Mines (Exemplified for See-3 of Mines Act)	1	Madhya Pradesh	377.88
272	Minor Port	1	Kerala	850.00
		2	Odisha	352.00
273	Mosaic Tiles, Flooring Tiles or Glazing Tiles Industry	1	Karnataka	494.11
		2	Madhya Pradesh	377.88
274	Motor Body Builders/ Mechanical/ Local Transport Workshops/Automobile Repairing Workshops and Garages/ Light Motor Vehicle	1	Arunachal Pradesh	200.00
		2	Assam	336.57
		3	Jharkhand	352.38
		4	Kerala	588.20
		5	Maharashtra	452.96
		6	Odisha	352.00
		7	Punjab	412.95
		8	Tripura	313.70
		9	Uttar Pradesh	395.19
		10	Uttarakhand	385.81
275	Motion Picture Industry	1	Andhra Pradesh	383.47
		2	Tamilnadu	517.04
		3	Telangana	392.00
276	Municipalities and Town Committee	1	Assam	336.57
277	Murra, Poha, Churmura / Frittered Rice	1	Bihar	395.00
		2	Chhatisgarh	388.46
		3	Daman and Diu	441.00
		4	Madhya Pradesh	377.88
		5	Maharashtra	422.77

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
278	Mushroom Growing and Allied Works	1	Tamilnadu	499.14
279	Neera Tapping	1	Tamilnadu	780.65
280	Non-Govt. Organisations	1	Rajasthan	259.00
281	Ochre Mines	1	C.L.C (Central)	504.00
282	Oil and Gas Drilling Works	1	Assam	336.57
283	Oil Mills	1	Andhra Pradesh	515.02
		2	Arunachal Pradesh	200.00
		3	Bihar	395.00
		4	Chandigarh	525.00
		5	Chhatisgarh	388.46
		6	Dadra and Nagar Haveli	441.00
		7	Daman and Diu	441.00
		8	Delhi	672.85
		9	Gujarat	462.00
		10	Haryana	410.05
		11	Jammu & Kashmir	311.00
		12	Karnataka	470.28
		13	Kerala	542.00
		14	Madhya Pradesh	377.88
		15	Maharashtra	496.38
		16	Manipur	225.00
		17	Odisha	352.00
		18	Puducherry	313.40
		19	Punjab	412.95
		20	Rajasthan	259.00
		21	Tamilnadu	433.19
		22	Telangana	527.00
		23	Uttar Pradesh	395.19
		24	Uttarakhand	More than 10 workers 385.81
				Less than 10 workers 381.27
		25	West Bengal	343.00
284	Onion Sorting & Cleaning	1	Maharashtra	342.00
285	Optical and Photographic Goods	1	Daman and Diu	441.00
		2	Maharashtra	438.38
		3	Punjab	412.95
286	Public Works Department	1	Lakshadweep	324.80
		2	Rajasthan	259.00
287	Panchayat	1	Lakshadweep	324.80
288	Packing Industry	1	Chandigarh	525.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
		2	Haryana	410.05
		3	West Bengal	343.00
289	Paints and Varnishes	1	Maharashtra	492.62
		2	Daman and Diu	441.00
		3	Odisha	352.00
		4	West Bengal	343.00
290	Pan Masala and Gutkha Manufacturing	1	Assam	336.57
291	Palm Oil	1	Kerala	603.00
292	Papad Industry	1	Bihar	378.00
		2	Rajasthan	Piece Rated
293	Paper and Paper Board/ Paper Industry	1	Andhra Pradesh	516.48
		2	Assam	336.57
		3	Bihar	395.00
		4	Chandigarh	525.00
		5	Dadra and Nagar Haveli	441.00
		6	Daman and Diu	441.00
		7	Haryana	410.05
		8	Jharkhand	352.38
		9	Kerala	575.85
		10	Maharashtra	460.08
		11	Odisha	352.00
		12	Puducherry	234.80
		13	Punjab	412.95
		14	Sikkim	500.00
		15	Tamilnadu	Paper and other incidental Processes connected with handmade paper - 424.42
				Paper and other incidental Processes connected with machine made paper - 443.49
		16	Telangana	528.00
		17	Uttar Pradesh	395.19
		18	West Bengal	343.00
294	Pathological Laboratories	1	Assam	336.57
		2	Dadra and Nagar Haveli	441.00
295	Petrol Pump/Bunks/ Diesel Worker	1	Assam	336.57
296	Petrol Bunks/Petrol, Diesel Oil Pumps	1	Andhra Pradesh	442.41
		2	Bihar	395.00
		3	Chandigarh	525.00
		4	Chhatisgarh	388.46
		5	Dadra and Nagar Haveli	441.00
		6	Gujarat	462.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
		7	Haryana	410.05
		8	Jharkhand	352.38
		9	Karnataka	494.11
		10	Kerala	633.54
		11	Madhya Pradesh	377.88
		12	Odisha	352.00
		13	Rajasthan	259.00
		14	Telangana	413.00
		15	Tripura	281.32
		16	Uttar Pradesh	395.19
		17	Uttarakhand	384.62
297	Petroleum Supply Stations Establishments/ Distribution of Liquid Petroleum Gas Cylinders	1	Punjab	412.95
		2	Puducherry	305.20
		3	Tamilnadu	390.43
298	Pharmaceutical industry and units engaged in the manufacture, sale and distribution and the sale of Electronic products	1	Dadra and Nagar Haveli	441.00
		2	Goa	518.00
		3	Gujarat	462.00
		4	Odisha	352.00
		5	Puducherry	501.20
299	Plantations (Tea, Coffee, Rubber, Cardamom, Cinchona, etc.)	1	Arunachal Pradesh	200.00
		2	Bihar	395.00
		3	Dadra and Nagar Haveli	441.00
		4	Daman and Diu	441.00
		5	Himachal Pradesh	375.00
		6	Jammu & Kashmir	311.00
		7	Karnataka	408.98
		8	Kerala	Tea/cardamom 437.41
				Rubber 517.41
				Coffee 437.41
		9	Nagaland	176.00
		10	Sikkim	500.00
		11	Tamilnadu	362.40
		12	Tripura	387.54
		13	Uttarakhand	381.27
		14	West Bengal	Cinchona 302
300	Plantation Labour Cinchona, Rubber (office staff)	1	Karnataka	399.98
301	Plantation of Silk Worm Food Plants for Silk Worms (i.e.Mulberry, Oak, Tasar, Caster etc.)	1	Manipur	225.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
302	Photo and Picture Frame Manufacturing	1	Assam	336.57
303	Plastic Industry	1	Bihar	395.00
		2	Chandigarh	525.00
		3	Chhatisgarh	388.46
		4	Dadra and Nagar Haveli	441.00
		5	Daman and Diu	441.00
		6	Gujarat	462.00
		7	Haryana	410.05
		8	Jammu & Kashmir	311.00
		9	Jharkhand	352.38
		10	Karnataka	470.28
		11	Kerala	581.62
		12	Madhya Pradesh	377.88
		13	Maharashtra	423.00
		14	Puducherry	299.60
		15	West Bengal	343.00
304	Plastic and Plastic Products	1	Odisha	352.00
		2	Uttarakhand	384.62
		3	Uttar Pradesh	395.19
305	Plastic, Rubber, PVC including Cable	1	Delhi	672.85
306	Sales Promotion Employees	1	Assam	614.15
		2	Jharkhand	352.38
		3	Rajasthan	333.00
		4	Uttar Pradesh	395.19
307	Wolfram Mines	1	C.L.C (Central)	504.00
308	Plucking and Collection of Tendu/Kendu Leaves	1	Bihar	395.00
		2	Odisha	352.00
309	Plywood Industry	1	Assam	336.57
		2	Bihar	395.00
		3	Jharkhand	352.38
		4	Karnataka	494.11
		5	Kerala	710.50
		6	Meghalaya	402.00
		7	Uttar Pradesh	395.19
		8	Uttarakhand	384.62
		9	West Bengal	343.00
310	Polythene foam manufacturing or processing of foam items	1	Tamilnadu	550.88
		2	Dadra and Nagar Haveli	441.00
311	Potteries / Ceramics / Fire Bricks	1	Assam	336.57
		2	Bihar	395.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
		3	Chhatisgarh	388.46
		4	Dadra and Nagar Haveli	441.00
		5	Daman and Diu	441.00
		6	Delhi	672.85
		7	Gujarat	462.00
		8	Haryana	410.05
		9	Jharkhand	352.38
		10	Karnataka	470.28
		11	Madhya Pradesh	377.88
		12	Maharashtra	400.62
		13	Odisha	352.00
		14	Punjab	412.95
		15	Tamilnadu	489.35
		16	Uttar Pradesh	395.19
		17	Uttarakhand	381.27
		18	West Bengal	343.00
312	Poultry and Cattle Feed Manufacturing	1	Andhra Pradesh	443.11
		2	Assam	336.57
		3	Chhatisgarh	388.46
		4	Dadra and Nagar Haveli	441.00
		5	Telangana	443.00
313	Wool Cleaning and Pressing Factories	1	Rajasthan	259.00
314	Powerloom Industry	1	Andhra Pradesh	333.27
		2	Bihar	395.00
		3	Chhatisgarh	388.46
		4	Dadra and Nagar Haveli	441.00
		5	Daman and Diu	441.00
		6	Gujarat	462.00
		7	Maharashtra	513.77
		8	Odisha	352.00
		9	Rajasthan	259.00
		10	Tamilnadu	655.85
		11	Telangana	341.00
		12	Uttar Pradesh	395.19
		13	West Bengal	343.00
315	Preparation of Soil, Land Development and other Agricultural Operation	1	Manipur	225.00
316	Premises wherein Cows / Buffalos kept for Milking	1	Assam	336.57
317	Procurement, Processing and distribution of Milk	1	Karnataka	515.95
318	Printing Presses/Lithography, Photography and other similar works	1	Andhra Pradesh	443.18
		2	Arunachal Pradesh	200.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
		3	Assam	336.57
		4	Bihar	395.00
		5	Chandigarh	525.00
		6	Chhatisgarh	388.46
		7	Dadra and Nagar Haveli	441.00
		8	Daman and Diu	441.00
		9	Delhi	672.85
		10	Goa	518.00
		11	Gujarat	462.00
		12	Haryana	410.05
		13	Jharkhand	352.38
		14	Karnataka	470.28
		15	Kerala	Printing Press 552.80 Photography 527.77
		16	Madhya Pradesh	377.88
		17	Maharashtra	381.58
		18	Meghalaya	402.00
		19	Odisha	352.00
		20	Puducherry	422.26
		21	Punjab	412.95
		22	Rajasthan	259.00
		23	Sikkim	500.00
		24	Tamilnadu	424.85
		25	Telangana	453.00
		26	Uttar Pradesh	395.19
		27	Uttarakhand	385.81
		28	West Bengal	343.00
319	Printing and Dyeing Cloth	1	Assam	336.57
		2	Maharashtra	430.46
320	Private co-operative society welfare	1	Arunachal Pradesh	200.00
		2	Karnataka	494.11
321	Private Temple	1	Kerala	590.85
322	Private Coaching Classes, Schools including Nursery Schools and Technical Institutions	1	A & N Islands	538.00
		2	Chandigarh	525.00
		3	Dadra and Nagar Haveli	441.00
		4	Haryana	410.05
		5	Himachal Pradesh	375.00
		6	Jammu & Kashmir	311.00
		7	Jharkhand	352.38
		8	Puducherry	170.00
		9	Punjab	412.95
		10	Rajasthan	259.00
		11	Tripura	303.04
		12	Uttar Pradesh	395.19
		13	Uttarakhand	381.27

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
323	Private Ferries and L.T.C.	1	Bihar	395.00
		2	Jharkhand	352.38
324	Private Finance Corporation and Chit Fund/ NBFC	1	Karnataka	470.28
		2	Kerala	657.31
		3	West Bengal	343.00
325	Private Motor Transport	1	Andhra Pradesh	425.98
		2	Assam	336.57
		3	Jammu & Kashmir	311.00
		4	Odisha	352.00
		5	Sikkim	500.00
		6	Telangana	436.00
326	Processing and Canning of food stuff including fish and beverages	1	Goa	518.00
		2	Madhya Pradesh	377.88
327	Private Hospital, Nursing Homes, Dispensaries, Medical Clinics Radiology, Pathology Laboratories Surgical Clinic	1	Assam	336.57
		2	Bihar	395.00
		3	Chandigarh	525.00
		4	Goa	518.00
		5	Manipur	225.00
		6	Nagaland	176.00
		7	Odisha	352.00
		8	Punjab	412.95
		9	Rajasthan	259.00
		10	Uttar Pradesh	395.19
		11	Uttarakhand	384.62
		12	West Bengal	343.00
328	Private Security Agency Services	1	Assam	536.86
		2	Bihar	395.00
		3	Gujarat	462.00
		4	Jharkhand	352.38
		5	Kerala	563.15
		6	Odisha	352.00
		7	Telangana	460.00
		8	Tripura	401.97
		9	Uttar Pradesh	395.19
329	Public Motor Transport	1	Andhra Pradesh	349.49
		2	Arunachal Pradesh	200.00
		3	Assam	336.57
		4	Bihar	395.00
		5	Chandigarh	525.00
		6	Chhatisgarh	388.46
		7	Dadra and Nagar Haveli	441.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
		8	Daman and Diu	441.00
		9	Delhi	672.85
		10	Goa	518.00
		11	Gujarat	462.00
		12	Haryana	410.05
		13	Himachal Pradesh	375.00
		14	Jammu & Kashmir	311.00
		15	Jharkhand	352.38
		16	Karnataka	474.43
		17	Madhya Pradesh	377.88
		18	Maharashtra	438.15
		19	Manipur	225.00
		20	Mizoram	380.00
		21	Meghalaya	402.00
		22	Odisha	352.00
		23	Puducherry	623.19
		24	Punjab	412.95
		25	Rajasthan	259.00
		26	Tamilnadu	802.99
		27	Telangana	358.00
		28	Tripura	149.09
		29	Uttar Pradesh	395.19
		30	Uttarakhand	385.81
330	Public Works Department (Irrigation)	1	Haryana	410.05
		2	Punjab	412.95
331	Public Works Department (Public Health)	1	Odisha	352.00
		2	Punjab	412.95
332	Pulp and Paper, Paper Board and Card Board Manufactory	1	Gujarat	462.00
		2	Karnataka	494.11
		3	Punjab	412.95
333	Quartz Mines	1	C.L.C (Central)	504.00
334	Quartzite Mines	1	C.L.C (Central)	504.00
335	Rags Cleaning & Sorting	1	Haryana	410.05
336	Readymade Garments/ Garment Industry	1	Andhra Pradesh	318.01
		2	Assam	336.57
		3	Daman and Diu	441.00
		4	Delhi	672.85
		5	Goa	518.00
		6	Gujarat	361.00
		7	Haryana	410.05
		8	Kerala	526.23
		9	Madhya Pradesh	377.88

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
		10	Maharashtra	517.08
		11	Odisha	352.00
		12	Punjab	412.95
		13	Rajasthan	259.00
		14	Telangana	326.00
		15	Uttar Pradesh	395.19
		16	Uttarakhand	384.62
		17	West Bengal	343.00
337	Rexene Cloth	1	Dadra and Nagar Haveli	441.00
338	Radio including assembling of Radio parts	1	Delhi	672.85
		2	Odisha	352.00
339	Temples and Religious Places Social/Dharamshala Institutions	1	Bihar	395.00
		2	Himachal Pradesh	375.00
		3	Jharkhand	352.38
340	Red Oxide Mines	1	C.L.C (Central)	504.00
341	Refractory Industry	1	Odisha	352.00
		2	West Bengal	343.00
342	Rice / Flour / Dal Mill	1	Andhra Pradesh	445.76
		2	Arunachal Pradesh	200.00
		3	Assam	336.57
		4	Bihar	395.00
		5	Chhatisgarh	388.46
		6	Chandigarh	525.00
		7	Dadra and Nagar Haveli	441.00
		8	Daman and Diu	441.00
		9	Delhi	672.85
		10	Gujarat	462.00
		11	Haryana	410.05
		12	Jammu & Kashmir	311.00
		13	Jharkhand	352.38
		14	Karnataka	494.11
		15	Kerala	617.00
		16	Madhya Pradesh	377.88
		17	Maharashtra	422.77
		18	Manipur	225.00
		19	Odisha	352.00
		20	Punjab	412.95
		21	Puducherry	288.25
		22	Rajasthan	259.00
		23	Tamilnadu	512.20
		24	Tripura	419.32
		25	Telangana	456.00
		26	Uttarakhand	i) More than 10 employees 385.81

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
				ii) Less than 10 employees 381.27
		27	Uttar Pradesh	395.19
		28	West Bengal	Rice Mill 302
				Dal Mill 343
				Flour Mill 343
343	Rock Phosphate Mines	1	C.L.C (Central)	504.00
344	Rolling of Iron Rods, Plates and Angles,etc./ Sponge Iron/ Rolling Mill	1	Bihar	395.00
		2	Chhatisgarh	388.46
		3	Jharkhand	352.38
		4	West Bengal	343.00
345	Rope Industry	1	Odisha	352.00
		2	West Bengal	343.00
346	Rosin and Terpentine Products	1	Jammu & Kashmir	311.00
347	Rubber Baloon Manufacturing/ Rubber Crepe Mills	1	Dadra and Nagar Haveli	441.00
		2	Daman and Diu	441.00
		3	Kerala	472.00
		4	Maharashtra	422.77
348	Block rubber factories	1	Kerala	612.00
349	Rubber/Rubber Products(including Tyres and Tubes)	1	Assam	336.57
		2	Bihar	395.00
		3	Chandigarh	525.00
		4	Daman and Diu	441.00
		5	Gujarat	462.00
		6	Haryana	410.05
		7	Jharkhand	352.38
		8	Karnataka	494.11
		9	Kerala	622.00
		10	Maharashtra	484.92
		11	Odisha	352.00
		12	Punjab	412.95
		13	Uttar Pradesh	395.19
		14	Uttarakhand	384.62
		15	West Bengal	343.00
350	Rural Development Department sponsored Employment Generation Scheme (Mahatma Gandhi Rozgar Yojana)	1	Rajasthan	259.00
351	Sago Industry	1	Tamilnadu	598.57

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
352	Safai Karamcharies	1	Andhra Pradesh	562.48
		2	Arunachal Pradesh	200.00
		3	Bihar	378.00
		4	Dadra and Nagar Haveli	441.00
		5	Haryana	410.05
		6	Himachal Pradesh	375.00
		7	Karnataka	691.52
		8	Meghalaya	402.00
		9	Telangana	575.00
		10	Tripura	312.53
353	Sale of Medicines/Medical Representatives	1	Karnataka	470.11
		2	Kerala	726.23
		3	Madhya Pradesh	377.88
354	Sale Promotion Workers	1	Bihar	362.00
		2	Chhatisgarh	388.46
355	Information & Communication & Broadcasting	1	Nagaland	176.00
		2	Madhya Pradesh	377.88
356	Salt Pan Industry	1	Andhra Pradesh	332.85
		2	Daman and Diu	441.00
		3	Gujarat	383.00
		4	Maharashtra	423.00
		5	Odisha	352.00
		6	Rajasthan	298.58
		7	Tamilnadu	445.80
		8	Telangana	340.00
		9	West Bengal	302.00
357	Saw Mills	1	Arunachal Pradesh	200.00
		2	Assam	336.57
		3	Chandigarh	525.00
		4	Chhatisgarh	388.46
		5	Daman and Diu	441.00
		6	Goa	518.00
		7	Haryana	410.05
		8	Jammu & Kashmir	311.00
		9	Madhya Pradesh	377.88
		10	Maharashtra	436.85
		11	Meghalaya	402.00
		12	Odisha	352.00
		13	Punjab	412.95
		14	West Bengal	343.00
358	Sales, Distribution and Handling of Petroleum Products	1	Meghalaya	402.00
359	Scientific Industry	1	Haryana	410.05

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
		2	Punjab	412.95
360	Seasonal Spray Squads of NMEP	1	Assam	336.57
361	Sea Food Processing Industry	1	Daman and Diu	441.00
		2	Tamilnadu	467.16
362	Seed Processing Units	1	Andhra Pradesh	433.81
		2	Telangana	443.00
363	Security Agencies (Private)/Watch and Ward	1	Andhra Pradesh	449.55
		2	Arunachal Pradesh	200.00
		3	Chhatisgarh	388.46
		4	Dadra and Nagar Haveli	441.00
		5	Himachal Pradesh	375.00
		6	Karnataka	552.62
		7	Madhya Pradesh	377.88
		8	Meghalaya	402.00
		9	Puducherry	253.60
		10	Punjab	412.95
		11	Sikkim	500.00
		12	Tamilnadu	553.04
		13	West Bengal	343.00
364	Sericulture	1	Andhra Pradesh	173.27
		2	Assam	336.57
		3	Karnataka	494.11
		4	Meghalaya	402.00
		5	Nagaland	176.00
		6	Tamilnadu	600.20
		7	Telangana	173.27
		8	West Bengal	302.00
365	Screen Printing	1	Kerala	465.72
366	Solevent Plants and Refinery	1	Chhatisgarh	388.46
367	Shoe/Footwear Industry and Dealers	1	Punjab	412.95
		2	West Bengal	343.00
368	Shops & Commercial Establishments covered by the Schedule of Shop & Commercial Establishment.	1	Andhra Pradesh	425.98
		2	A & N Islands	538.00
		3	Arunachal Pradesh	200.00
		4	Assam	336.57
		5	Bihar	395.00
		6	Chandigarh	525.00
		7	Chhatisgarh	388.46
		8	Daman and Diu	441.00
		9	Delhi	672.85

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
		10	Goa	518.00
		11	Gujarat	462.00
		12	Haryana	410.05
		13	Himachal Pradesh	375.00
		14	Jammu & Kashmir	311.00
		15	Karnataka	494.11
		16	Manipur	225.00
		17	Meghalaya	402.00
		18	Mizoram	Wages yet to be fixed
		19	Nagaland	176.00
		20	Odisha	352.00
		21	Puducherry	263.00
		22	Punjab	412.95
		23	Rajasthan	259.00
		24	Sikkim	500.00
		25	Tamilnadu	396.34
		26	Telangana	436.00
		27	Tripura	285.41
		28	Uttar Pradesh	395.19
		29	Uttarakhand	381.27
369	Shops Selling Cooked Food Stuff	1	Bihar	395.00
		2	Jharkhand	352.38
		3	Tamilnadu	601.81
370	Siali leave Pluckers	1	Odisha	352.00
371	Silica Mines	1	C.L.C (Central)	504.00
372	Silicate and Chemical Works	1	Jammu & Kashmir	311.00
373	Silk Printing	1	West Bengal	343.00
374	Silk Twisting Industry	1	Bihar	395.00
		2	Tamilnadu	597.00
375	Silk Sari or Jari Works (Handloom)	1	Uttar Pradesh	395.19
376	Silk Spinning and or weaving (Handloom)	1	West Bengal	302.00
377	Silver Industry	1	Daman and Diu	441.00
378	Sindur and Rang Manufacturing	1	Bihar	395.00
		2	Jharkhand	352.38
379	Slate Mines	1	C.L.C (Central)	504.00
380	Slate Pencil Manufactory	1	Andhra Pradesh	405.67
		2	Madhya Pradesh	377.88
		3	Telangana	415.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
381	Small Scale Establishments Selling Cooked Food Staff	1	Assam	336.57
382	Small Scale Industry	1	Assam	336.57
		2	Rajasthan	259.00
383	Soap / Detergent Making/Cosmetics	1	Assam	336.57
		2	Bihar	395.00
		3	Chandigarh	525.00
		4	Dadra and Nagar Haveli	441.00
		5	Daman and Diu	441.00
		6	Gujarat	462.00
		7	Haryana	410.05
		8	Jammu & Kashmir	311.00
		9	Jharkhand	352.38
		10	Kerala	686.23
		11	Madhya Pradesh	377.88
		12	Maharashtra	481.08
		13	Odisha	352.00
		14	Puducherry	304.20
		15	Punjab	412.95
		16	Tamilnadu	790.92
		17	Uttar Pradesh	395.19
		18	Uttarakhand	381.27
384	Soap Stone Factories	1	Rajasthan	259.00
385	Soil Conservation (workers engaged in Plantation, reclamation etc.)	1	Meghalaya	402.00
386	Spinning, Knitting, Printing, Dyeing, Finishing, Bleaching of Silk Pina, Fibre/Silk Industry	1	Karnataka	444.32
		2	Manipur	225.00
		3	Odisha	352.00
		4	Tamilnadu	231.70
		5	Telangana	309.00
		6	West Bengal	343.00
387	Employment not covered under scheduled employment	1	Uttar Pradesh	395.19
		2	Punjab	412.95
388	Sports Goods Industry	1	Punjab	412.95
		2	Jammu & Kashmir	311.00
389	Spun Pipes, Concrete Pipes, Sanitary Fittings, PCC,RCS Poles & RCC Pipe Manufacturing Industry	1	Karnataka	470.11
390	Star Hotel	1	Kerala	659.23

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
391	Starch Industry	1	Punjab	412.95
392	Factories under Factory Act (Residuary)	1	Maharashtra	430.77
393	STD, ISD, PCO and Allied Services	1	Rajasthan	259.00
394	Steatite Mines	1	C.L.C (Central)	504.00
395	Steel Almirah, Tables, Chairs and Steel Furniture	1	Daman and Diu	441.00
		2	Karnataka	470.11
		3	Maharashtra	484.92
		4	Punjab	412.95
396	Steel Mill Fabrication and Concerte Products / Steel Plant	1	Andhra Pradesh	405.82
		2	Chhatisgarh	388.46
		3	Meghalaya	402.00
		4	Telangana	415.00
397	Stone Breaking & Stone Crushing	1	C.L.C (Central)	408.00
		2	Andhra Pradesh	399.92
		3	Arunachal Pradesh	200.00
		4	Bihar	395.00
		5	Chhatisgarh	388.46
		6	Dadra and Nagar Haveli	441.00
		7	Daman and Diu	441.00
		8	Delhi	672.85
		9	Gujarat	462.00
		10	Himachal Pradesh	375.00
		11	Jammu & Kashmir	311.00
		12	Karnataka	494.11
		13	Kerala	852.00
		14	Madhya Pradesh	377.88
		15	Maharashtra	457.31
		16	Manipur	225.00
		17	Meghalaya	402.00
		18	Odisha	352.00
		19	Punjab	412.95
		20	Rajasthan	298.58
		21	Sikkim	500.00
		22	Telangana	412.00
		23	Tripura	Piece Rated
		24	Uttar Pradesh	395.19
		25	Uttarakhand	381.27
		26	West Bengal	343.00
398	Stone Mines	1	C.L.C (Central)	504.00
399	Streamergahats	1	Assam	336.57

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
400	Superior Kerosene/Petrol/Diesel Oil delivery Depot	1	Arunachal Pradesh	200.00
401	Sugar Industry	1	Assam	336.57
		2	Gujarat	462.00
		3	Punjab	412.95
		4	Dadra and Nagar Haveli	441.00
402	Sugar Pan Industry (without mechanical Power)	1	Rajasthan	259.00
403	Surgical and Clinical Instruments making industry	1	Punjab	412.95
404	Sweeping & Sanitation Works/Safai Karamcharis	1	C.L.C (Central)	504.00
		2	Daman and Diu	441.00
		3	Gujarat	462.00
		4	Jammu & Kashmir	311.00
		5	Jharkhand	352.38
		6	Kerala	547.00
		7	Maharashtra	579.23
		8	Madhya Pradesh	377.88
		9	Manipur	225.00
		10	Puducherry	270.00
		11	Punjab	412.95
		12	Rajasthan	259.00
		13	Uttar Pradesh	395.19
		14	West Bengal	343.00
405	Sweet Shops/Industry	1	Uttarakhand	384.62
		2	Uttar Pradesh	395.19
406	Employment in Corporate Offices	1	Uttar Pradesh	395.19
407	Synthetic Gem Cutting Industry	1	Tamilnadu	Piece Rated
408	Tailoring, Stitching and Embroidery	1	Assam	336.57
		2	Bihar	395.00
		3	Chandigarh	525.00
		4	Haryana	410.05
		5	Jammu & Kashmir	311.00
		6	Jharkhand	352.38
		7	Karnataka	414.53
		8	Meghalaya	402.00
		9	Odisha	352.00
		10	Puducherry	335.81
		11	Punjab	412.95
		12	Rajasthan	259.00
		13	Tamilnadu	379.81
		14	Uttar Pradesh	395.19
		15	Uttarakhand	381.27

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
		16	West Bengal	343.00
409	Tanneries & Leather Manufacturing	1	Andhra Pradesh	452.22
		2	Assam	336.57
		3	Bihar	395.00
		4	Chandigarh	525.00
		5	Dadra and Nagar Haveli	441.00
		6	Daman and Diu	441.00
		7	Gujarat	462.00
		8	Haryana	410.05
		9	Jammu & Kashmir	311.00
		10	Jharkhand	352.38
		11	Karnataka	368.48
		12	Kerala	625.50
		13	Maharashtra	468.62
		14	Punjab	412.95
		15	Tamilnadu	428.12
		16	Telangana	463.00
		17	Uttar Pradesh	395.19
		18	West Bengal	343.00
410	Extraction & Management of Under ground water	1	Nagaland	176.00
411	Tent dealers,Crockery and household Goods Establishments	1	Chandigarh	525.00
		2	Punjab	412.95
412	Textile (Silk) Industry	1	Karnataka	511.63
413	Textile Industry/ Folding Textile	1	Chandigarh	525.00
		2	Haryana	410.05
		3	Punjab	412.95
		4	Rajasthan	259.00
		5	Tamilnadu	461.34
414	Textile Printing/Yarn Dyeing	1	Andhra Pradesh	422.90
		2	Dadra and Nagar Haveli	441.00
		3	Delhi	672.85
		4	Telangana	433.00
		5	Uttar Pradesh	395.19
		6	Uttarakhand	381.27
415	Textile Processing/ Home textile	1	Gujarat	462.00
		2	Tamilnadu	272.38
416	Tiles Manufacturing, Cermic and Potteries	1	Andhra Pradesh	405.75
		2	Assam	336.57
		3	Bihar	395.00
		4	Chhatisgarh	388.46
		5	Gujarat	462.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
		6	Jammu & Kashmir	311.00
		7	Karnataka	494.11
		8	Kerala	720.50
		9	Odisha	352.00
		10	Rajasthan	259.00
		11	Telangana	415.00
		12	West Bengal	343.00
417	Timber Trading Industry (including/excluding felling and sawing)	1	Karnataka	554.80
		2	Kerala	710.50
		3	Odisha	352.00
		4	Tamilnadu	623.15
418	Timber /cutting	1	Kerala	770.50
419	Tin Container Manufactory	1	Tamilnadu	457.50
420	Tobacco Godowns	1	West Bengal	302.00
421	Tobacco Manufactory - Snuff Industry	1	Tamilnadu	255.40
422	Tobacco Manufacturing/Eatable Tobacco	1	Andhra Pradesh	365.84
		2	Daman and Diu	441.00
			Gujarat	462.00
		3	Maharashtra	359.08
		4	Tamilnadu	359.35
		5	Telangana	401.00
		6	Uttar Pradesh	395.19
		7	Uttarakhand	404.35
423	Tobacco/Beedi Making/Cigar Industry	1	Andhra Pradesh	183.15
		2	Arunachal Pradesh	200.00
		3	Assam	336.57
		4	Bihar	395.00
		5	Dadra and Nagar Haveli	441.00
		6	Daman and Diu	441.00
		7	Gujarat	383.00
		8	Jammu & Kashmir	311.00
		9	Karnataka	Tobacco 494.11
				Beedi 494.98
		10	Kerala	462.00
		11	Madhya Pradesh	377.88
		12	Odisha	352.00
		13	Rajasthan	Tobacco 298.58
				Beedi 319.45
		14	Tamilnadu	Beedi 524.76
				Beedi Rolling Piece Rated
		15	Tripura	Piece Rated
		16	Telangana	374.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
		17	Uttar Pradesh	308.31
424	Toddy Tapping including Selling	1	Andhra Pradesh	359.86
		2	Karnataka	494.11
		3	Kerala	587.35
		4	Telangana	368.00
425	Tours and Travels	1	Sikkim	500.00
426	Transportation, Marketing and Distribution of Petroleum Products	1	Assam	336.57
		2	Nagaland	176.00
427	Transport Corporation	1	Delhi	672.85
428	Tree Climbing	1	Kerala	506.00
		2	Tamilnadu	229.00
429	Trunks/Buckets/Suitcases Manufacturing/ Tin Plate Shaping and	1	Assam	336.57
		2	Odisha	352.00
		3	Uttarakhand	384.62
		4	Uttar Pradesh	395.19
430	Tubewell Sinking/Drilling Operations	1	Assam	336.57
		2	Gujarat	462.00
		3	Haryana	410.05
		4	Madhya Pradesh	377.88
		5	Punjab	412.95
431	Tamarind Collection	1	Odisha	352.00
432	Tyre/Tyre Retreading & Repairing Industry	1	Sikkim	500.00
433	Uranium Mines	1	C.L.C (Central)	504.00
334	Utensil Shops	1	Punjab	412.95
435	Metal Steel Utensils Manufacturing	1	Daman and Diu	441.00
		2	Jammu & Kashmir	311.00
		3	Maharashtra	571.23
		4	Odisha	352.00
		5	Tamilnadu	416.10
436	Manufacture and Sale of Umbrellas	1	Kerala	606.23
437	University, Education Research or Cultural Institutions	1	Bihar	395.00
		2	Jharkhand	352.38
		3	Nagaland	176.00

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
438	Vaneer Industry	1	Karnataka	470.28
439	Vegetable and Fruit Shops	1	Chandigarh	525.00
440	Various Departments /Office/Industrial Establishments	1	A & N Islands	538.00
441	Vegetable Ghee Manufacturing and Vegetable Oil Refining Establishments	1	Punjab	412.95
442	Water Supply (Operation, Maintenance of water treatment and Distribution system), Sanitation and Drainage	1	Manipur	225.00
		2	Nagaland	176.00
443	Watch and ward	1	C.L.C (Central)	709.00
		2	Goa	518.00
444	Watch and Ward (with arms)	1	C.L.C (Central)	832.00
445	Watch Straps	1	Daman and Diu	441.00
		2	Maharashtra	445.85
446	Watch Manufacturing	1	Dadra and Nagar Haveli	441.00
447	Water Boat Transport	1	Kerala	800.50
448	Wood Carving	1	Jammu & Kashmir	311.00
		2	Uttarakhand	Under Municipal Corporation- 406.23
				Other municipal committee and Cantt.- 404.81
				Rest of Uttarakhand 403.38
		3	Uttar Pradesh	395.19

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
449	Wood / Bamboo, Cane Furniture and fixtures	1	Andhra Pradesh	422.78
		2	Dadra and Nagar Haveli	441.00
		3	Daman and Diu	441.00
		4	Kerala	584.00
		5	Maharashtra	484.92
		6	Manipur	225.00
		7	Rajasthan	259.00
		8	West Bengal	343.00
450	Wood Works, Carpentry and Masonry	1	Bihar	395.00
		2	Delhi	672.85
		3	Jharkhand	352.38
		4	Karnataka	470.13
		5	Odisha	352.00
		6	Sikkim	500.00
		7	Telangana	424.00
451	Woollen Blanket Manufactory	1	Madhya Pradesh	377.88
		2	Uttarakhand	381.27
		3	Uttar Pradesh	395.19
452	Woollen Carpet/Shawl Making/Weaving Industry	1	Andhra Pradesh	332.85
		2	Arunachal Pradesh	200.00
		3	Bihar	395.00
		4	Dadra and Nagar Haveli	441.00
		5	Daman and Diu	441.00
		6	Gujarat	462.00
		7	Haryana	410.05
		8	Jammu & Kashmir	311.00
		9	Jharkhand	352.38
		10	Rajasthan	298.58
		11	Tamilnadu	Deferred
		12	Telangana	334.00
		13	Uttarakhand	411.46
		14	Uttar Pradesh	369.12
453	Wooden Photo Frame	1	Daman and Diu	441.00
		2	Maharashtra	484.92
454	Archaeological workers	1	Madhya Pradesh	338.46
455	Media Sector	1	Kerala	937.38
456	Telefilm Industry	1	Kerala	805.50
457	Steel Casting Sector	1	Kerala	734.62

TABLE 5
COMPARATIVE MINIMUM WAGE RATES PREVAILING IN SCHEDULED EMPLOYMENTS IN CENTRAL
SPHERE/STATES/UNION TERRITORIES
AS ON 31.12.2023

SL. NO.	NAME OF SCHEDULED EMPLOYMENT	SL NO.	CENTRAL SPHERE/ STATES/ UNION TERRITORIES	MINIMUM WAGE RATE (Rs.) PER DAY AS ON 31.12.2023
1	2	3		4
458	Employment in unorganised sector except self employed worker	1	Punjab	412.95
459	Employment in any industry as defined under section 2(j) of the Industrial Dispute Act, 1948	1	Punjab	412.95
460	Ship Breaking Activities	1	Gujarat	256.00

Source: Annual Returns Received from State/U.T's Labour Commissioner under the Minimum Wages Act, 1948 for the year 2023

TABLE -6

NUMBER OF ESTABLISHMENTS COVERED UNDER THE MINIMUM WAGES ACT, 1948 AND THE AVERAGE DAILY NUMBER OF PERSONS EMPLOYED DURING THE YEAR 2023

SL. NO.	CENTRAL GOVERNMENT STATES / UNION TERRITORIES	NUMBER OF ESTABLISHMENTS COVERED UNDER THE MINIMUM WAGES ACT, 1948	NUMBER OF ESTABLISHMENTS WHICH SUBMITTED RETURNS	PERCENT-AGE RESPONSE RATE	AVERAGE DAILY NUMBER OF PERSONS EMPLOYED
1	2	3	4	5	6
1	C.L.C. (CENTRAL)	*	*	*	*
2	Andhra Pradesh	269228	233	0.086	637728
3	Arunachal Pradesh	109	-	-	-
4	Assam	68677	3389	4.93	232299
5	Bihar	7350	9	0.12	3125
6	Chhattisgarh	*	*	*	*
7	Goa	68407	1049	1.53	80341
8	Gujarat	219870	13450	6.12	1617368
9	Haryana	316890	1162	0.37	325730
10	Himachal Pradesh	109127	1341	1.23	155729
11	Jammu & Kashmir	5143	1895	36.85	34601
12	Jharkhand	89592	2243	2.50	129584
13	Karnataka	182953	10542	5.76	606213
14	Kerala	242700	1557	0.64	106287
15	Madhya Pradesh	1413983	-	-	5052308
16	Maharashtra	147211	77	0.052	559952
17	Meghalaya	25061	-	-	68424
18	Manipur	1120	90	8.03	306
19	Mizoram	-	49	-	456
20	Nagaland	23	23	100.00	266
21	Odisha	167482	1771	1.06	3650398
22	Punjab	20851	1593	7.64	813139
23	Rajasthan	758363	183	0.024	2149852
24	Sikkim	-	-	-	10000
25	Tamil Nadu	161448	104624	64.80	2884342
26	Tripura	20225	94	0.46	437918
27	Telangana	172121	675	0.39	962934
28	Uttarakhand	1682	492	29.25	2543117
29	Uttar Pradesh	64222	3500	5.45	8856843
30	West Bengal	*	*	*	*
31	A.& N. Islands	1725	210	12.17	5480

SL. NO.	CENTRAL GOVERNMENT STATES / UNION TERRITORIES	NUMBER OF ESTABLISHMENTS COVERED UNDER THE MINIMUM WAGES ACT, 1948	NUMBER OF ESTABLISHMENTS WHICH SUBMITTED RETURNS	PERCENT-AGE RESPONSE RATE	NUMBER OF PERSONS EMPLOYED
1	2	3	4	5	6
32	Chandigarh	39808	17	0.043	394
33	D.& N. Haveli	*	*	*	*
34	Daman & Diu	-	123	-	21254
35	Delhi	544	544	100	35570
36	Lakshadweep	*	*	*	*
37	Puducherry	31864	127	0.40	138134

Source: Annual Returns/Reports under the Minimum Wages Act, 1948 for the year 2023

Note: * = Return not received.

- = Data Not Reported/NIL reported.

TABLE - 7

**NUMBER OF INSPECTIONS MADE, IRREGULARITIES DETECTED,
PROSECUTIONS LAUNCHED AND CLAIMS PREFERRED IN CENTRAL
SPHERE/STATE AND UNION TERRITORIES FOR THE YEAR 2023**

SL. NO.	CENTRAL GOVERNMENT / STATES / UNION TERRITORIES	NUMBER OF INSPECTIONS MADE DURING THE YEAR	NUMBER OF IRREGULARITI ES DETECTED DURING THE YEAR	NUMBER OF PROSECUTIONS LAUNCHED DURING THE YEAR	NUMBER OF CLAIMS PREFERRED DURING THE YEAR
1	2	3	4	5	6
1	C.L.C. (CENTRAL)	*	*	*	*
2	Andhra Pradesh	958	887	147	887
3	Arunachal Pradesh	109	-	-	-
4	Assam	8687	2593	11	01
5	Bihar	103	03	03	-
6	Chhattisgarh	*	*	*	*
7	Goa	496	2867	6	-
8	Gujarat	15003	53439	2642	-
9	Haryana	603	-	76	64
10	Himachal Pradesh	3382	31	31	46
11	Jammu & Kashmir	593	92	848	02
12	Jharkhand	2228	1007	132	191
13	Karnataka	393	70	1697	39
14	Kerala	8276	13676	48	10
15	Madhya Pradesh	3019	-	1923	863
16	Maharashtra	245	1496	173	04
17	Meghalaya	1035	-	-	-
18	Manipur	24	05	-	-
19	Mizoram	04	-	-	-
20	Nagaland	23	-	-	-
21	Odisha	3733	2378	40	01
22	Punjab	1167	38	38	89
23	Rajasthan	3808	-	5	49
24	Sikkim	51	-	-	-
25	Tamil Nadu	42499	789	68	1119
26	Tripura	3179	24	01	-
27	Telangana	1454	-	-	-
28	Uttarakhand	644	249	-	-
29	Uttar Pradesh	738	738	2523	534
30	West Bengal	*	*	*	*
31	A. & N. Islands	28	119	-	-
32	Chandigarh	225	49	21	-
33	D. & N. Haveli	*	*	*	*
34	Daman & Diu	-	-	-	-

SL. NO.	CENTRAL GOVERNMENT / STATES / UNION TERRITORIES	NUMBER OF INSPECTIONS MADE DURING THE YEAR	NUMBER OF IRREGULARITIES DETECTED DURING THE YEAR	NUMBER OF PROSECUTIONS LAUNCHED DURING THE YEAR	NUMBER OF CLAIMS PREFERRED DURING THE YEAR
1	2	3	4	5	6
35	Delhi	789	110	112	631
36	Lakshadweep	*	*	*	*
37	Puducherry	6312	1056	01	01

Source: Annual Returns/Reports under the Minimum Wages Act, 1948 for the year 2023

Note: * = Return not received.

- = Data Not Reported/NIL reported.

**LIST OF ORIGINAL EMPLOYMENTS INCLUDED IN THE SCHEDULE UNDER
THE MINIMUM WAGES ACT, 1948**

SCHEDULED EMPLOYMENTS

Part – I

1. Employment in any woolen carpet making or shawl weaving establishment.
 2. Employment in any rice mill, flour mill or dal mill.
 3. Employment in any tobacco (including bidi making) manufactory.
 4. Employment in any plantation, that is to say, any estate which is maintained for the purpose of growing cinchona, rubber, tea or coffee.
 5. Employment in any oil mill.
 6. Employment under any local authority.
 7. Employment on the construction or maintenance of roads or in building operations.
 8. Employment in stone breaking or stone crushing.
 9. Employment in any lac manufactory.
 10. Employment in any mica works.
 11. Employment in public motor transport.
 12. Employment in tanneries and leather manufactory.
-
- (i) Employment in gypsum mines.
 - (ii) Employment in barytes mines.
 - (iii) Employment in bauxite mines.
 - (iv) Employment in manganese mines.
 - (v) Employment in the maintenance of buildings and employment in the construction and maintenance of runways.
 - (vi) Employment in china clay mines.
 - (vii) Employment in kyanite mines.
 - (viii) Employment in copper mines.
 - (ix) Employment in clay mines covered under the mines Act, 1952(35 of 1952).
 - (x) Employment in magnesite mines covered under the mines Act, 1952(35 of 1952)
 - (xi) Employment in white clay mines.
 - (xii) Employment in stone mines.

Part – II

13. Employment in agriculture, that is to say, in any form of farming, including the cultivation and tillage of the soil, dairy farming, the production, cultivation, growing and harvesting of any agricultural or horticultural commodity, the raising of live stock, bees or poultry, and any practice performed by a farmer or on a farm as incidental to or in conjunction with farm operation (including any forestry or timbering operations and the preparation for market and delivery to storage or the market or to carriage for transportation to market of farm produce).

ANNEXURE II

**STATEMENT SHOWING THE STRENGTH OF THE MACHINERY FOR
ENFORCEMENT OF THE MINIMUM WAGES ACT, 1948 IN RESPECT
OF CENTRAL SPHERE AND STATES/ UNION TERRITORIES DURING
THE YEAR 2023**

SL. NO.	CENTRAL SPHERE / STATE / UNION TERRITORIES	DESIGNATION OF INSPECTION STAFF		NO. OF OFFICERS
1	2	3	4	5
1	C.L.C.(Central)	Not Reported		
2	Andhra Pradesh	1	Commissioner of Labour	1
		2	Additional Commissioner of Labour.	1
		3	Joint Commissioner of Labour	5
		4	Deputy Commissioner of Labour	13
		5	Assistant Commissioner of Labour	35
		6	Assistant Labour Officer	173
3	Arunachal Pradesh	1	Inspectors	27
4	Assam	1	Labour Commissioner	1
		2	Addl. Labour Commissioner	1
		3	Deputy Labour Commissioner	3
		4	Asstt. Labour Commissioner (H.Q)	1
		5	Asstt. Labour Commissioner (Field)	10
		6	Labour Officer	27
		7	Labour Welfare Officer (H.Q)	1
		8	Labour Inspector	77
5	Bihar	1	Factory Inspector	11
6	Chhattisgarh*	1	Labour Commissioner	1
		2	Addl. Labour Commissioner	2
		3	Deputy Labour Commissioner	3
		4	Assistant Labour Commissioner	7
		5	Labour Officer	27
		6	Asstt. Labour Officer	18
		7	Labour Inspector	102
		8	Labour Sub Inspector	47
7	Goa	1	Labour Commissioner	1
		2	Deputy Labour Commissioner	2
		3	Assistant Labour Commissioner	5
		4	Labour Inspector	22
8	Gujarat	1	Government Labour Officer(Class-2)	57
9	Haryana	1	Labour Commissioner	1
		2	Addl. Labour Commissioner	2
		3	Joint Labour Commissioner	1
		4	Deputy Labour Commissioner	9
		5	Assistant Labour Commissioner	31

		6	Labour Inspector	88
		7	Labour Welfare Officer (Women)	2
10	Himachal Pradesh	1	Labour Commissioner	1
		2	Joint Labour Commissioner	1
		3	Deputy Labour Commissioner	1
		4	Labour Officer	12
		5	Statistical Assistant	1
		6	Labour Inspector	33
11	Jammu & Kashmir	1	Labour Officer	24
12	Jharkhand	1	Deputy Labour Comissioner, Assistant Labour Commissioner, Labour Suprintendent, Labour Enforcement Officer	81
13	Karnataka	1	Labour Commissioner	1
		2	Additional Labour Commissioner	2
		3	Joint Labour Commissioner	1
		4	Deputy Labour Commissioner	5
		5	Assistant Labour Commissioner	11
		6	Senior Labour Inspector	90
		7	Labour Inspector	147
14	Kerala	1	Labour Commissioner	1
		2	Additional Labour Commissioner	3
		3	Joint Labour Commissioner	4
		4	Deputy Labour Commissioner (HQ)	1
		5	Chief Inspector of Plantations	1
		6	District Labour Officer	12
		7	Assistant Labour Officers	101
		8	Inspector of Plantations	11
		9	Inspector(Newspaper Establishment)	126
15	Madhya Pradesh	1	Assistant Labour Commissioner	05
		2	Labour Officer	10
		3	Assistant Labour Officer	20
		4	Labour Inspector	183

1	2	3	4	5
16	Maharashtra	1	Labour Commissioner	1
		2	Additional Labour Commissioner	3
		3	Deputy Labour Commissioner	7
		4	Assistant Labour Commissioner	30
		5	Govt. Labour Officer	34
		6	Labour Inspectors (Minimum Wages)	NIL
		7	Labour Inspectors (Shop Inspectors)	110
17	Meghalaya	1	Labour Commissioner	1
		2	Joint Labour Commissioner	2
		3	Deputy Labour Commissioner	5
		4	Assistant Labour Commissioner	4
		5	Labour Inspectors	47
18	Manipur	1	Labour Inspectors	4
19	Mizoram	1	Labour Commissioner	1
		2	Joint Labour Commissioner	1
		3	Dy. Director	4
		4	LESO	1
20	Nagaland	1	Labour Inspector	12
21	Odisha	1	Additional Labour Commissioner	02
		2	Joint Labour Commissioner	08
		3	Divisional Labour Commissioner	17
		4	District Labour Officers	54
		5	Assistant Labour Officers	170
		6	Rural Labour Inspectors	5
22	Punjab	1	Labour Commissioner	1
		2	Additional Labour Commissioner	1
		3	Deputy Labour Commissioner	1
		4	Assistant Labour Commissioner (HQ)	0
		5	Assistant Labour Commissioner	13
		6	Labour-Cum-Conciliation Officers	13
		7	Statistical Officers (Labour)	1
		8	Labour Inspectors Grade-I	95
		9	Labour Inspectors Grade-II	0
		10	Dy. Director of Factories	12
		11	Assistant Director of Factories(HQ)	0
		12	Assistant Director of Factories	12
23	Rajasthan	1	Labour Inspector	183
24	Sikkim	1	Additional Labour Commissioner	2
		2	Special Labour Commissioner	1
		3	Deputy Labour Commissioner	1
		4	Assistant Labour Commissioner	9
		5	Labour Inspectors	13

25	Tamil Nadu	1	Chief Inspector of Plantations	1
		2	Joint Labour Commissioner(MW)	1
		3	Additional Labour Commissioner (Inspections)	1
		4	Joint Labour Commissioner	10
		5	Assistant Labour Commissioner(Enf.)	30
		6	Assistant Labour Commissioner(Plan.)	8
		7	Assistant Labour Commissioner(Women)	3
		8	Deputy Inspectors of Labour	70
		9	Asstt. Inspectors of Labour	218
26	Tripura	1	Labour Inspector	36
27	Telangana	1	Labour Commissioner	1
		2	Joint Labour Commissioner	4
		3	Deputy Labour Commissioner	12
		4	Assistant Labour Commissioner	24
28	Uttarakhand	1	Labour Enforcement Officer	17
29	Uttar Pradesh	Not Reported		
30	West Bengal*	1	Labour Commissioner	1
		2	Additional Labour Commissioner	6
		3	Joint Labour Commissioner	7
		4	Deputy Labour Commissioner	24
		5	Assistant Labour Commissioner	160
		6	Labour Inspector	689
31	A & N Islands	1	Assistant Labour Commissioner	3
		2	Labour Inspector	2
32	Chandigarh	1	Labour Commissioner	1
		2	Assistant Labour Commissioner	1
		3	Labour Inspector	2
33	Dadra & Nagar Haveli*	1	Labour Enforcement Officer	1
34	Daman & Diu*	1	Labour Commissioner	1
		2	Deputy Labour Commissioner	1
		3	Chief Inspector of Factories & Boilers	1
		4	Labour Inspector	2
		5	UDC/Field Surveyor	1
		6	L.D.C	3
35	Delhi	1	Inspecting Officer	10
		2	Labour Officer	6
		3	Labour Inspector	23
36	Lakshadweep*	1	Labour Inspectors	4
37	Puducherry	1	Labour Officer / Assistant Inspectors of Labour	11

SOURCE: Annual Returns/Reports under Minimum Wages Act, 1948 for the year 2023.

* = Data repeated from Annual Report 2022.

ANNEXURE - III
THE MINIMUM WAGES ACT, 1948
FORM 'A'

Proforma for the submission of Annual Report on the working of the Minimum Wages Act, 1948 (XI of 1948)

Name of the State _____

Report for the period _____

I. SCHEDULED EMPLOYMENT

1. The scheduled employments in respect of which minimum rates of wages have been fixed under the Act and the number of establishments and workers employed in each such employment as on the last day of the year.
2. The employments, if any added to the Schedule under Section 27 of the Act and number of persons employed in each such employment.
3. The exemptions and exceptions granted under Section 26 of the Act together with reasons and other details such as duration thereof.

II. COMMITTEES ETC.

1. The composition of various Committees, Advisory Committees, etc. appointed under Section 5(1)(a) and 6 and Advisory Boards appointed under Section 7 of the Act.
2. Details regarding any enquiry undertaken by the State Government or any Committee appointed under Section 5 (1)(a).
3. The important recommendation of the Committees, Advisory Committees and Advisory Boards during the period of the report and the action taken thereon. Copies of reports should be forwarded as appendices.

III. FIXATION / REVISION OF MINIMUM RATES OF WAGES

1. The procedure adopted under Section 5 of the Act in respect of each scheduled employment in respect of which minimum rates of wages have been fixed for the first time.

2. The minimum rates of wages fixed for the first time during the period of report should be given below:-

Indus-try or Employ-ment	Area Or Locality	Category Of Employ-ment	Number Of Estab-lishments covered	Number Of Employ-ees	Wage Per-iod	Rates of Wages (Rs.)								
						Men			Women			Children		
						Basic Wage	Cost of Living Allow-ance	Compo-site wage	Basic Wage	Cost of Living Allow-ance	Compo-site wage	Basic Wage	Cost of Living Allow-ance	Compo-site wage
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

3. Have the minimum rates of wages fixed under the Act been revised ? if yes. Give the following information :

Indus-try or Employ-ment		Area Or Loca-lity	Category Of Employ-ment	Number Of Estab-lish-ments covered	Number Of Employ-ees	Wage Per-iod	Old Rates of Wages (Rs.)									
							Men			Women			Children			
							Bas-ic Wage	Cost of Livin-g Allow-ance	Compo-site wage	Basic Wage	Cost of Livin-g Allow-ance	Compo-site wage	Basic Wage	Cost of Living Allow-ance	Compo-site wage	
1		2	3	4	5	6	7	8	9	10	11	12	13	14	15	

Revised Rates (Rs)							
Men				Women		Children	
Basic Wage	Cost of Living Allowance	Compo site wage	Basic Wage	Basic Wage	Cost of Living Allowance	Compo site wage	Compo site wage
16	17	18	19	20	21	22	23

4. The extent to which payment of minimum rates of wages has been authorised wholly or partly in kind together with reasons there of .
5. The designation of the competent authority under Section 2(c) of the Act to compute the cost of living allowance and the cash value of the concessions in respect of supplies of essential commodities and the directions issued by the State Government appointed under Section 4(2) of the Act for such computation.

IV – PAYMENT OF WAGES AND DEDUCTIONS THEREFROM

The details of total wages paid and deductions made etc., on the basis of the returns received from the employers in Form – III of the

Minimum Wages Rules 1950, should be given below:-

Industry or Employment	Number of Establishments covered under the Act	Number of Establishments submitted the returns in Form III	Average daily Number of persons employed			Number of days worked during the year	Number of mandays worked during the year	Total Wages		
			Adults	Children	Total			Paid in cash (Rs.)	Cash value of wages paid in kind (Rs.)	Total
1	2	3	4	5	6	7	8	9	10	11

The number of cases and deductions made on account of										Disbursements from Fines Fund		Balance of Fines Fund at the end of the year
Fines		Damage or loss		Breach of contract		Total		Purpose (Rs.)	Amount (Rs.)	22		
A	B	A	B	A	B	A	B					
12	13	14	15	16	17	18	19	20	21			

A - Number of cases
B – Amount of Deductions made (Rs.)

V. ENFORCEMENT

1. The details regarding the inspection machinery including Laws, Regulations Rules, etc., framed by the Central / States Government relating to the working of the inspections, the number of inspections made, the functional procedure followed and the observations of the Inspectors on the working of the Act.
2. Violations of the provisions of the Act and the Rules framed thereunder in respect of such scheduled employment should be given below:-

Industry or employment	Number of offences in respect of which prosecutions were pending from the previous year	Number of prosecutions launched during the year where only one offence was exclusively covered							Convictions		
		Payment of Wages	Deductions	Hours of overtime work	Display of notice maintenance of registers and submission of return	Others (specify)	Total (Columns 3-7)	Where more than one offence was covered in one prosecution	Number of offences in respect of which prosecutions were pending at the end of the year	Total number of cases in which fines were imposed	Total amount of fines (Rs.)
1	2	3	4	5	6	7	8	9	10	11	12

NOTE – While furnishing information under column 9, it is requested that its break-up according to offences may also be given within brackets under columns 3-7).

VI. CLAIMS

1. The Name(s) and Jurisdiction(s) of the Authority / Authorities appointed under Section 20.
2. The number and nature of claims and complaints made should be given below: -

Number of claims, etc., pending from previous year	Number of claims etc., preferred during the year	Number of claims etc., decided during the year	Number of claims etc., pending at the end of the year	Total amount directed by the Authorities to be paid to the employees as a result of claims made (Rs.)	Total amount of penalties imposed on the employees by the Authorities (Rs.)	The Total amount of compensation awarded by the Authorities to be paid to employees (Rs.)
1	2	3	4	5	6	7

VII. RULES, NOTIFICATIONS ETC.

1. The Rules framed under Section 30 of the Act and / or any amendment made thereto should be enclosed.
2. Copies of important notifications, etc., should be enclosed.

VIII. GENERAL

1. A critical review of the minimum rates fixed vis-a vis wage rates in the corresponding / comparable employment in the same locality.
2. An account of the problems and difficulties arising in the implementation of the Act and measures taken to overcome these difficulties.
3. Suggestions for the effective enforcement of the Act and proposals for amending the Act and / or Rules framed thereunder.
4. An evaluation of the effects of minimum wages under the following headings:-

- (i) Effect on the occupations in the scheduled employment;
- (ii) Effect on the occupations in the same industry;
- (iii) Effect on the other occupations in other industries;
- (iv) Inter – regional effect; and
- (v) General evaluation.

NOTE – THIS RETURN SHOULD BE SENT TO LABOUR BUREAU BY 31ST MAY OF SUCCEEDING YEAR.

ANNEXURE - IV

**LIST OF PUBLICATIONS BROUGHT OUT BY THE LABOUR BUREAU SO FAR ON THE
WORKING OF MINIMUM WAGES ACT, 1948**

S.No.	Name of Publication
1	Report on the Working of the Minimum Wages Act, 1948 for the years 1959-1960 (Combined)
2	Report on the Working of the Minimum Wages Act, 1948 for the years 1962-1963 (Combined)
3	Report on the Working of the Minimum Wages Act, 1948 for the years 1964-1965 (Combined)
4	Report on the Working of the Minimum Wages Act, 1948 for the year 1968
5	Report on the Working of the Minimum Wages Act, 1948 for the year 1973
6	Report on the Working of the Minimum Wages Act, 1948 for the year 1974
7	Report on the Working of the Minimum Wages Act, 1948 for the years 1975-1976 (Combined)
8	Report on the Working of the Minimum Wages Act, 1948 for the years 1977-1978 (Combined)
9	Report on the Working of the Minimum Wages Act, 1948 for the year 1979
10	Report on the Working of the Minimum Wages Act, 1948 for the year 1980
11	Report on the Working of the Minimum Wages Act, 1948 for the year 1981
12	Report on the Working of the Minimum Wages Act, 1948 for the year 1982
13	Report on the Working of the Minimum Wages Act, 1948 for the year 1983
14	Report on the Working of the Minimum Wages Act, 1948 for the year 1984
15	Report on the Working of the Minimum Wages Act, 1948 for the years 1985-1986 (Combined)
16	Report on the Working of the Minimum Wages Act, 1948 for the years 1989-1990 (Combined)
17	Report on the Working of the Minimum Wages Act, 1948 for the year 1993
18	Report on the Working of the Minimum Wages Act, 1948 for the year 1994
19	Report on the Working of the Minimum Wages Act, 1948 for the year 1995
20	Report on the Working of the Minimum Wages Act, 1948 for the year 1996
21	Report on the Working of the Minimum Wages Act, 1948 for the year 1998
22	Report on the Working of the Minimum Wages Act, 1948 for the year 1999
23	Report on the Working of the Minimum Wages Act, 1948 for the year 2001
24	Report on the Working of the Minimum Wages Act, 1948 for the year 2002
23	Report on the Working of the Minimum Wages Act, 1948 for the year 2003
24	Report on the Working of the Minimum Wages Act, 1948 for the year 2004
25	Report on the Working of the Minimum Wages Act, 1948 for the year 2005
26	Report on the Working of the Minimum Wages Act, 1948 for the year 2006
27	Report on the Working of the Minimum Wages Act, 1948 for the year 2007
28	Report on the Working of the Minimum Wages Act, 1948 for the year 2008
29	Report on the Working of the Minimum Wages Act, 1948 for the year 2009
30	Report on the Working of the Minimum Wages Act, 1948 for the year 2010
31	Report on the Working of the Minimum Wages Act, 1948 for the year 2011
32	Report on the Working of the Minimum Wages Act, 1948 for the year 2012
33	Report on the Working of the Minimum Wages Act, 1948 for the year 2013
34	Report on the Working of the Minimum Wages Act, 1948 for the year 2014
35	Report on the Working of the Minimum Wages Act, 1948 for the year 2015
36	Report on the Working of the Minimum Wages Act, 1948 for the year 2016

37	Report on the Working of the Minimum Wages Act, 1948 for the year 2017
38	Report on the Working of the Minimum Wages Act, 1948 for the year 2018
39	Report on the Working of the Minimum Wages Act, 1948 for the year 2019
40	Report on the Working of the Minimum Wages Act, 1948 for the year 2020
41	Report on the Working of the Minimum Wages Act, 1948 for the year 2021
42	Report on the Working of the Minimum Wages Act, 1948 for the year 2022

ANNEXURE – V

**LIST OF OFFICERS/OFFICIALS ASSOCIATED WITH THE PREPARATION OF
THE REPORT**

**SH. ANIL KUMAR SHARMA
DEPUTY DIRECTOR GENERAL**

**SH. KUMAR VISHAL BAJIVAAN
DEPUTY DIRECTOR**

SHRI AJAY SAINI

INVESTIGATOR GRADE I

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